



Public Service  Pulse

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC) CONCILIATION

REPORT NO 8 OF 2017

22 November 2017

HOSPERSA attended a conciliation at the Public Service Co-ordinating Bargaining Council (PSCBC) on 17 November 2017 lodged against the Department of Public Service and Administration (DPSA).

We were made aware by our members that the DPSA has not increased the standard and special danger allowances for 2016/17 and 2017/18 financial years. We then referred a dispute to the PSCBC on 19 October 2017 in terms of clause 4.1.3 of Resolution 4 of 2015 – Agreement on Danger Allowance. According to this agreement the DPSA is supposed to increase the standard and special danger allowances on 1 July of each year based on the projected Consumer Price Index (CPI) as at 1 April of that year.

In the conciliation the conciliator asked us to state our case and indicate what outcome we want. We explained to the conciliator that our members have not received a standard and special danger allowance increase in the past two financial years (2016/17 and 2017/18) and we want the employer to implement the increase retrospectively.

The employer was given an opportunity to respond to the outcome we desired. The employer admitted that it has not increased the standard and special danger allowance for the 2016/17 and

2017/18 financial years. The employer then presented us with documents which proved what has been done to ensure that the allowances increases are implemented. The document showed that the delay is not with the department's official responsible but with the Director General of DPSA, Minister of DPSA and Treasury.

The document presented also showed that after we declared the dispute the DPSA issued a determination and directive for the 2016/17 financial year increase of the allowances.

The employer explained that the 2017/18 financial year allowances increase documents are with Treasury waiting for signature of the Minister.

The dispute was settled on the conditions that the employer will implement retrospectively the 2016/17 increase of the allowances by the end of December 2017. The employer also promised that the 2017/18 increase of the allowances will be implemented by the end of January 2018.

In the event that the employer does not implement the increase of these allowances in December 2017 and January 2018; we have the option of making the settlement agreement into an arbitration award which can be enforced in the Labour Court.

Members are urged to contact their shop stewards or provincial office if the increases have not been implemented on the said dates.



Why join Hoppersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

If you have not yet joined Hoppersa, please contact your Shop Steward or the Provincial Office (see below).

PROVINCIAL HOSPERSA OFFICES

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