



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

REPORT NO 8 OF 2019

2 AUGUST 2019

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 30 July 2019 and the following matters were discussed:

Termination of SASAWU Membership

Parties adopted the recommendation of the Executive Committee (EXCO) to terminate the membership of this trade union. Council informed that a letter was received from attorneys representing SASAWU opposing the termination.

Status Report – PSCBC Government Employees Medical Scheme (GEMS) Working Committee

The GEMS working committee gave a status report on progress with regard to recommendations to amend the rules of GEMS. Currently the important issues are the following:

1. Rule 6.8.2 which rule relates to notifying the dependants of a deceased member within 7 days after death that the cover will lapse at the end of the month of the member's death. The committee felt that this is an insensitive clause, since the dependants are still in mourning. The other challenge is in the case of an accident, where other members might still be in hospital. The

question arises as to what will happen to their medical bills. The committee proposes an amendment to this clause.

2. Rule 19.2 which deal with the election of member trustees. The committee feels that the rule needs to be amended, since most of the members do not participate in the election due to not being properly informed, not having access to social media, etc. A recommendation for the amendment of this rule is to be forwarded to GEMS.

Parties to Council will be kept informed of developments.

Reconfiguration of Departments

Labour raised a concern about alleged restructuring taking place in government departments that have been configured without the involvement of the PSCBC. It has come to labour's attention that shop stewards in these departments are called to meetings by the employer to discuss the restructuring.

The employer in response to our concerns made a presentation of a plan envisaged to be implemented to join departments together – see attached presentation.

We cautioned the employer not to take this presentation as a consultation. We proposed that we will discuss the presentation as labour and will revert back in a special Council meeting.

Adjustment of the Housing Allowance

In terms of PSCBC Resolution 7 of 2015: Framework Agreement for the Establishment of Government Employees Housing Scheme (GEHS) (Clause 4.6), the amount of the housing allowances shall be adjusted annually on the basis of the average Consumer Price Index (CPI), for the preceding financial year. The average CPI for the period 1 April 2018 to 1 March 2019 is 4.65%. The adjustments will be effected as follows:

- The housing allowance for homeowners is increased from R1366.22 to R1398.35 per month, effective from 1 July 2019.
- Employees who are eligible to receive the housing allowance but do not own a house shall continue to receive R900.00 per month. The difference (R498.35) shall be diverted into and accumulated to the GEHS: Individually –Linked Saving Facility.

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We will keep members up to date on developments.

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