



REPORT NUMBER 13 of 2015

The mediation continued at Council yesterday the 15th of April 2015 and the intention of the process was to establish settlement ranges from both parties and close the deal. Smaller groups from the parties were established to fast track the process and sort out the demands as follows;

THE ONCE OFF CHOICE OF THE THIRTEENTH CHEQUE OR ANNUAL BONUS MONTH OF PAYMENT

There is an agreement on this matter that says that all Public Servants shall be allowed a once off exercise to choose their preferred payment of their bonus.

BURSARIES FOR THE PUBLIC SERVANTS

This is a process matter. An investigation shall be undertaken to see if a bursary scheme for public servants could not be established and tabled in the PSCBC for negotiations. It is going to be a process matter.

RECOGNITION OF PRIOR LEARNING

The employer will confer with SAQA and draft a policy document that will be tabled at Council for consultation in order to realise the RPL.

MEDICAL AID ADJUSTMENT (FROM 2012 THROUGH 2014)

As there has been no adjustment of the medical aid subsidy on GEMS only since 2012, the employer will give employees an adjustment of 28.5% to make good that gap.

EQUALIZATION OF THE MEDICAL AID SUBSIDY BETWEEN GEMS AND THE OPEN SCHEMES

The item has been removed from the table since no agreement is in sight. It may be tabled again in the next round of negotiations (2017/2018 financial year)

GENERAL ANNUAL ADJUSTMENT OF THE SUBSIDY ON GEMS

The employer proposed that the adjustments should be adjusted in line with the quantum that GEMS would have applied in the tariff increases viz. If GEMS increases its tariffs by 7% the employer will do the same on the subsidy. Neither the medical aid rate nor the CPI will be used to compute the increase.

LEAVE

The **maternity** leave will remain at four months paid leave

The **paternity** leave will remain at three days

The **family responsibility** leave shall remain at five days

Parties agreed that the utilisation of the last two leave dispensations shall be observed by both parties and may be revisited in next round of negotiations.

THE POST-RETIREMENT MEDICAL AID SUBSIDY

Parties agreed that the term 'M+1' be removed from the clause with regard to the number of dependents that could be included by the principal member. The employer will sponsor a wording and include only the maximum allowed subsidy in monetary terms.

Other post retirements benefits that include housing shall be dealt with in a separate agreement between labour and the employer.

THE GOVERNMENT EMPLOYEE HOUSING SCHEME

Labour advised the employer that R1425 per month as housing allowance may clinch a deal to sign off the current wage draft agreement and the employer will seek a mandate on that.

THE MULTI-TERM PRINCIPLE AGREEMENT

Labour has indicated to the employer that they are not averse to the principle, but employer should also make this sacrifice good by giving good and satisfactory annual adjustments to the public servants.

Labour's position is still at;

- 10% for the first financial year
- CPI plus 3% for the following two financial years

Labour iterated to the employer that the above demands are not cast in stone and therefore they could be persuaded to move a little.

It was agreed that parties should take a recess until the 21st of April 2015 in order to solicit fresh mandates. The next schedule after the 21st of April 2015 shall be the 28th through the 30th of April 2015.

Collective bargaining is still awaiting mandates from all provinces as it was requested in PSCBC Report Number 12 of 2015.

From the office of the General Secretary