

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

REPORT NO 8 OF 2018

4 May 2018

WE can report that wage negotiations at Public Service Coordinating Bargaining Council (PSCBC) continued on 3 and 4 May 2017 and the following reflect the progress made thus far:

The agreement is based on a multi-term of three years which is 2018/19, 2019/20 and 2020/21 and parties are generally in agreement thereof.

Salary Adjustment

Parties are still to reach an agreement in this matter and here are the contrasting positions of both parties as of 4 May 2018:

Employer	Labour
Year 2018/2019	Year 2018/2019
Levels 1 to 7: 7%	Levels 1 to 7: CPI plus 3%
Levels 8 to 10: 6.5%	Levels 8 to 10: CPI plus 2%
Levels 11 to 12: 6%	Levels 11 to 12: CPI plus 2%
Year 2019/2020	Year 2019/2020
Levels 1 to 7: CPI plus 1%	Levels 1 to 7: CPI plus 2%
Levels 8 to 10: CPI plus 0.5%	Levels 8 to 10: CPI plus 1.5%
Levels 11 to 12: CPI only	Levels 11 to 12: CPI plus 1%
Year 2020/2021	Year 2020/2021
Levels 1 to 7: CPI plus 1%	Levels 1 to 7: CPI plus 2%
Levels 8 to 10: CPI plus 0.5%	Levels 8 to 10: CPI plus 1.5%
Levels 11 to 12: CPI only	Levels 11 to 12: CPI plus 1%

Pay Progression

Both parties have agreed to the equalization of pay progression across the Public Service at 1.5% per annum to employees appointed in the Public Service in term of Employment of Educators Act, Public Service Act, Police Services Act and Educators appointed in terms of the Correctional Services Act. The following was agreed as to the manner in which this matter will be implemented:

- a) Parties agree to implement the equalization of pay progression for educators/lecturers as follows:
 - Year 1 = 0.2%
 - Year 2 = 0.3%
 - Year 3 = 0%

- b) Parties agree to implement the equalization of pay progression for the Police as follows:
 - Year 1 = 0%
 - Year 2 = 0.2%
 - Year 3 = 0%

Leave

Surrogacy Leave: A commissioning parent in terms of a surrogate motherhood agreement contemplated in the Children's Act, 2005, is entitled to four consecutive months paid leave from the date of the birth of the child and if both commissioning parents are employed in the public service, only one such parent will qualify for the surrogacy leave. An employee who is a surrogate mother in terms of the Children's Act, No. 38 of 2005 is entitled to six consecutive weeks leave after the birth of a child.

Temporary Incapacity Leave (TIL): Parties agreed that the employer will develop a guiding document on the implementation of the TIL and table it in the

PSCBC for consultation within a month of this agreement enjoys majority signatures.

Shop Steward Leave: Annual leave taken by shop stewards, who have to perform union activities during such annual leave, shall be converted to shop steward leave, upon the receipt of a formal request with supporting documentation from the affected shop stewards.

Family Responsibility Leave: Parties agreed that the employer will take the responsibility on issuing a directive on the application of the age cap of a child without disability in the granting of family responsibility leave and to circulate the directive to all departments for ease of implementation within a month of this agreement enjoys majority signatures.

Housing

Parties agree to the delinking of the payment of housing allowance of spouses as follows:

- Year 1 = 0%
- Year 2 = Salary levels 1 to 5 implementation will be in July 2019;
- Year 3 = Salary levels 6 to 12 implementation will be in July 2020. This will be in respect of salary levels 6 to 10 and those employees on salary levels 11 and 12 who are not on a total cost to employer.

Clause 7.1.4 (b) of PSCBC Resolution 2 of 2004 will therefore no longer apply to employees to qualify for a housing allowance. The housing allowance shall increase to R1500 per annum. The employer is not in agreement with the proposed minimum increase of the housing allowance on an annual basis. The employer stated that in term of clause 4.6 of PSCBC Resolution 7 of 2015 the

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increase will be by the average consumer price index (CPI) for each financial year.

Parties agreed that the employer will take the responsibility of developing a definition of "Permission to Occupy" (PTO) and to circulate it to all departments for ease of implementation by the date this agreement enjoys majority signatures.

Outstanding Matters

Parties agreed that the following matters be referred to the Council for a secondary process of review that must be completed within three (3) months of this agreement enjoys majority signatures and they are: Resolutions 3 of 2009; Resolution 4 of 2015 clause 4.1.4 and Resolution 5 of 2015 clause 3.

Moratorium on the Filling of Funded Vacant Posts

The employer acknowledged the presence of moratoria in different departments and will do the following:

- Provide us with detailed statistical information on the filling of funded vacant posts from 1 July 2017 to 30 April 2018.
- Submit reports to the Council on a bi-annual basis. The reports will include the number of funded vacant posts, number of funded vacant posts advertised, number of funded vacant posts filled, the number of unfilled funded vacant posts and the reasons for non-filling.
- Submit a report on the comparative head count of employees employed by the government as at 1 July 2007 and 31 March 2018.

Abolishment of Salary Levels 1 to 3, Entry Level in the Public Service of Salary Level 4 and Review of Resolution 3 of 2009


The employer refused to budge on these matters due to financial constraints.

Comprehensive Insurance



The PSCBC will ensure that research is conducted on comprehensive danger insurance within six (6) months from this agreement enjoys majority signatures.

We will keep members updated on all the latest developments.

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To stay up to date with feedback from Hospersa we urge all members to follow us on Twitter (@hospersaonline) and join our Facebook group (hospersa online) as soon as possible.

All updates and newsletters are also placed on our website (www.hospersa.co.za)

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



Why join Hospersa?

- 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.