



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL MEETING

REPORT 6 OF 2024

On 26 March 2024, HOSPERSA representatives participated in a pivotal Public Service Coordinating Bargaining Council (PSCBC) special meeting, to discuss matters impacting the public sector and for further clarity on the implication of the breach from The Government Employee Pension Fund (GEPF) and Government Pensions Administration Agency (GPAA).

Here is a comprehensive overview of the proceedings:

Draft Minimum Service Level Agreement in the Public Service:

Organized labour indicated that it was still not ready to pronounce on the matter. It was still busy consulting on the matter.

The understanding that was reached with the Essential Services Committee (ESC) was for an update to be provided within two (2) months regarding the draft framework minimum service level agreement that parties must work on.

Organized labour would therefore draft a framework agreement with its inputs and progress thereof would be provided in the next council meeting.

The employer acceded to the submission by organized labour.

Spousal Benefit Increase:

The Government Employees Pension Fund (GEPF) tabled a presentation on the subject matter and reported that:

Based on organized labour's demand of a 75% enhanced spousal benefit increase, the costs thereof would amount to a R71 billion-rand cash injection from the employer, which currently was not feasible for government.

Organized labour indicated that, the presentation by the GEPF was not a fair representation in terms of the number of employees that the employer had projected in terms of their calculations, furthermore the employer was not taking into cognisance that it had lost monies via some unlisted investments which in essence could have circumvented the cash injection that is required.

The GEPF indicated that the even with the losses that it had experienced with regards to the unlisted investments, the fund had been performing well.

The mandate of the GEPF is to protect member funds and benefits both in the now and in terms of future benefits to allow for member benefits to be paid as and when they are due to employees.

Organized labour noted the presentation by the GEPF and indicated that it will be seeking a mandate from its principals and would therefore provide feedback in the next council meeting.

Draft Agreement: Picketing Rules for the Public Service:

Organized labour indicated that it had agreed to the establishment of a labour task team that would be drafting the

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framework for Picketing Rules. The draft would be presented to a broader labour caucus for endorsement. It would therefore provide feedback in the next council meeting regarding progress on the matter.

Subsidized Vehicle Restrictions Prejudice Employees:

Organized labour indicated that it was still consulting on the matter and would provide feedback in the next council meeting.

The employer noted the submission by organized labour and would wait for feedback in the next council meeting.

Review of the PSCBC Resolution 2 of 2005 (Clause 4.5.6.5.3):

Organized labour reported that it was still consulting on the matter, and therefore, had no feedback.

It would provide feedback in the next council meeting.

The employer noted the report from organized labour and would wait for feedback to be provided in the next council meeting.

Grade Progression: Officials Not Covered by Occupation Specific Dispensation (OSD):

Organized labour reported that it had submitted a list of affected employees to the OGS for the attention of the employer.



The employer indicated that it would look at the information that labour had submitted and would respond as soon as it was reasonably possible.

Organized labour noted the response from the employer and would wait for feedback from the employer.

The Review of the General Public Service Sector Bargaining Council (GPSSBC) Scope – To Provide for State Entities and State-Owned Enterprises:

The OGS reported that the council attorneys were still busy finalizing the comprehensive report that parties to the council had requested regarding this matter.

A comprehensive report would therefore be provided in the next council meeting.

Parties to the council noted the report by the OGS.

GEMS Board Composition Rules (Transformation):

The OGS reported that it had lodged an application with GEMS to acquire the information that parties had requested pertaining to the agenda item.

The OGS indicated that GEMS had refused to provide the information, and therefore it would follow a more formal application process in order to acquire the information.

Furthermore, the OGS indicated that the workshop on the MOU between GEMS and GPAA would be conducted in either the month of April or May 2024, the exact date to be communicated and confirmed with parties to the council.

Parties to the council noted the submission by the OGS.

Report: Management of Trade Union Membership:

Organized labour reported that some of the trade unions were still busy with their own internal processes on the

matter and obtaining legal opinions on the matter.

Feedback would therefore be provided in the next council meeting.

The employer noted the response by organized labour.

Draft Agreement on the Wage Negotiations Process:

The OGS reported that parties to workstream one that dealt with the implementation of collective agreements as per the resolutions of the public summit, indicated that there was no need for a new collective agreement to have been tabled by the employer regarding the wage negotiations process.

The workstream agreed to the recommendation, regarding the amendment of the PSCBC Resolution 3 of 2017, in aligning the wage negotiations to the budgetary cycle of government.

Parties to the council noted the submission by the OGS and further endorsed the recommendation by the workstream in aligning the wage negotiation process to the budget cycle of government.

Parties further agreed that the OGS should circulate the draft amended resolution for further mandating by organised labour and signing.

Government Pensions Administration Agency (GPAA) Ransomware Attack:

The OGS reported that, as per the decision that taken in the special council meeting of 19 March 2024, a letter was written to the Minister in the Department of Public Service and Administration, raising the concerns by parties to the council regarding GPAA's lack in honoring a council invite to come and clarify parties regarding the recent ransomware attacks.

The OGS further reported that GPAA had provided a written response on the ransomware attack which would be circulated to parties to the council.

Furthermore, GPAA indicated that they were available on 28 March 2024 to address parties to the council regarding the recent ransomware attacks.

Parties to the council noted the report by the OGS and further agreed to the date of 28 March 2024, for GPAA to address parties to the council on the matter.



Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

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General Meetings with members

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