

# NUPSAW

NATIONAL UNION OF PUBLIC SERVICE & ALLIED WORKERS

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### NEWSFLASH

## LABOUR DEMANDS: WAGE NEGOTIATIONS 2021

The Public Service Co-ordinating Bargaining Council (PSCBC) convened a Council meeting yesterday, 01 March 2021. NUPSAW and other unions submitted their Labour demands for 2021. The pre-negotiation/follow-up meeting will take place on 16-17 March 2021.

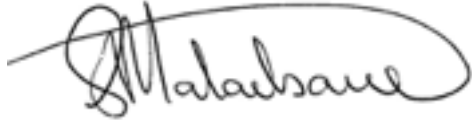
The demands are as follows.

ISSUE	DEMAND
<b>Single term</b>	Labour is demanding a single-term agreement
<b>Cost of living adjustment</b>	General salary increase of CPI plus 4% across the board
<b>Abolishment of salary level 1 to 3</b>	Labour is demanding the abolishing of salary level 1 to 3. The entry-level in the public service should be level 4.
<b>Implementation of outstanding resolutions dating from 2012 inclusive of 6 of 2010 prioritising the following:</b>	<p><b>a. PSCBC resolution 3 of 2015</b> –in particular clause 3.1 and 3.2 that says: “3.1. parties will jointly conduct a comprehensive review on the efficacy of the operating model of GEMS.” 3.2 parties will also review whether the objective for which GEMS was set up are fulfilled</p> <p><b>b. PSCBC Resolution 7 of 2015</b> on GEHS in its entirety is implemented, including establishing the public entity to administer the scheme within public service and establishing the portfolio by GEPE to fast track the accessibility of proper housing for public servants.</p> <p><b>c. PSCBC Resolution 6 of 2010</b> by convening Birchwood 3 that must evaluate and map out the implementation of the public service summit resolutions</p> <p><b>d. PSCBC Resolution 1 of 2012</b> clause 10 on the compliance with occupational health and safety act. PSCBC to conduct an independent audit on compliance with the occupational health and safety act. The report must be tabled at PSCBC for discussion and ensuring compliance with the OHSA.</p> <p><b>e. Moratorium on the filling of Vacant Posts</b> Clause 14.1.4 of PSCBC Res.1 of 2007 indicates that the employer needs to submit quarterly reports of funded vacancies, the number of vacancies advertised, the number of vacancies filled, or unfilled and the reason for this. The employer has failed to comply.</p> <p><b>f. Comprehensive Danger Insurance</b> Clause 7 of PSCBC Resolution 1 of 2018 instructed the PSCBC to ensure that research is conducted on comprehensive danger insurance. The employer has since been giving reports that they are busy with the research to the council.</p> <p><b>g.</b> The rest of all outstanding matters must be subjected to a secondary process by parties within six months to ensure the implementation of all others not listed above.</p>

<p><b>Parties to conclude collective agreement regulating conditions of service of employees when faced with a disaster like COVID-19</b></p>	<p>Lessons from handling COVID-19 situations warrant a concrete resolution to challenge disaster management situations similar to the COVID-19 pandemic, with a Risk ALLOWANCE of 12% of basic salary.</p>
<p><b>Housing Allowance</b></p>	<ul style="list-style-type: none"> <li>• Parties agreed that the current allowance be increased to R2 500</li> <li>• The savings option in the housing scheme should be made a voluntary option.</li> <li>• Employees should be paid out their savings from the scheme upon resignation from the Public Service.</li> <li>• The Public Investment Corporation (PIC) must create a housing investment portfolio that will directly invest in the scheme.</li> </ul>
<p><b>Leave</b></p>	<ul style="list-style-type: none"> <li>• <b>Special Leave during December closure</b> The Government provides employees with statutory annual leave days. However, these days end up being reduced because of the compulsory yearly shutdown of certain Government Departments over the Christmas period. It has been Government's practice over the years to deduct these days from annual leave days from employees, even if employees want to work during this period. In this case, employees are forced to take leave. Special leave for days equal to the December closure days is hereby demanded.</li> <li>• <b>Leave for religious observance</b> It is proposed that (three days per annum) to be granted and incorporated in the Public Service Act personnel</li> <li>• <b>Disaster Leave</b> A disaster is a sudden, abrupt or unpredictable circumstance that causes human, material, economic or environmental losses, exceeding the affected employees' ability to cope with them, i.e. floods, storms, lightning, fire, strikes, etc. Employees affected within the agreed definition shall inform their employers of their predicament and request a time of a paid day or 2. The employer shall not unreasonably withhold such request.</li> <li>• <b>Reintroduction of Capped Leave</b> Employees to have the option of en-cashing their leave during service and not wait until death, retirement or disability, and en-cash more than the 10 and/or 15-day current limitation.</li> <li>• <b>Leave for gender-based violence.</b> Labour demands a special leave provision for victims of gender-based violence given the rising atrocities and allowing such victims to receive a proper medical and social intervention.</li> </ul>
<p><b>Pay progression</b></p>	<p>Labour demands that pay progression be allowed beyond top notches of salary levels as well as personal salary notches.</p>
<p><b>Provision of child care and breastfeeding facilities at all government departments</b></p>	<p>To provide aftercare facilities in all Government Departments to ensure the parents' productivity, knowing that their toddlers or infants are taken care of and closely monitoring their development progress. The demand includes setting up breastfeeding breaks.</p>

<p><b>Working remotely/ greater use of technology, knowledge and innovation</b></p>	<p>Employees managed to adapt and were able to operate effectively from home fully. This brought opportunities in how the workplace is structured for the Government as an employer, which should be considered and further explored. Currently, and in the past, several challenges were identified with Government Buildings which have resulted in buildings being closed and services interrupted. It also became costly to maintain such buildings.</p> <p>Savings made can allow the Government to redirect such funds to the Government employees to ensure that the operating cost of electricity and premise utilisation is compensated for.</p> <p>This will increase income and further contribute to economic development. There should be a permanent arrangement that will provide for such flexibility.</p> <p>It is demanded that a circumstantial allowance be introduced.</p>
<p><b>Prolonged suspensions, frivolous litigation, mismanagement of funds and corruption, outsourced contracts when services can be rendered internally, etc.</b></p>	<p>It is demanded for immediate action and the development of alternative means and an action plan to address prolonged suspensions in the public service, the avoidance, curbing and resolving of matters that are taken for frivolous litigation and plans with timeframes on the recovering of mismanaged funds and those lost to corruption. This will also contribute to the proper management of state resources and a subsequent long-term increase in state revenue.</p>
<p><b>Capacity of State Departments</b></p>	<p>Parties demanded for the permanent employment of Community Health Workers and Community Development Workers. It is believed that this process will contribute to the reaching of the targets as set in the National Development Plan for the increase in Social Services. This will also bring relieve to overburdened State Officials and address safety concerns in policing sectors.</p> <p><b>1. Full/ Permanent Employment/ Outsourcing of functions</b></p> <p>An urgent need exists for the Government to increase capacity, not only in the Health Sector but also in Correctional Services, to address the inmate – member ratio and the Police.</p> <p>Labour Wage Demand as tabled at 1 March 2021 Labour is demanding full-time employment of all fixed-term contract employees who have been in the department for more than four months.</p> <p>Despite previous demands and considering the targets set in the National Development Plan, it is proposed that the achievement of the target set for full employment should commence in the Public Service.</p> <p>Labour is also demanding for the insourcing of functions, such as Security Officers, Cleaners and others.</p>
<p><b>Bursary for children of employees of Government</b></p>	<p>To ensure improved productivity, building capacity, providing a developmental state, access to education should be fostered by the Government. It should start with its employees who are part of the community at large. To ensure that productivity is enhanced in the process, obtaining a bursary or access to that can be included as an achievement as a performance reward.</p> <p>The current process in the PSCBC should be finalised within six months from the signing of the agreement.</p>

<p><b>Providing boarding school subsidies to be effected from Grade R -12</b></p>	<p>Employees who, because of the requirements of their job requirements, have to reside with their families in areas that necessitate their schoolgoing children (Grade R to Grade 12) to travel daily more than 50km or to have to cross unsafe rivers between the employee's domicillium (place of summons and execution) and the nearest primary, secondary and special school, may place their children in a boarding school of their choice and may apply for a subsidy to defray the cost of the boarding school.</p>
<p><b>Mentoring Programme for career advancement.</b></p>	<p>Post Covid-19, for the public service, to retain and attract young competitive staff. The public service needs to have programmes that ensure career advancements and help public servants compete favourably with the private sector.</p>
<p><b>Enforcement of collective bargaining agreements</b></p>	<p>It is labour's submission that an amendment of the PSCBC constitution such that it is empowered to ensure enforcement of all collective bargaining agreement signed under it, including at all sectoral councils.</p>



Success Mataitsane  
**GENERAL SECRETARY**