



3 October 2017

LABOUR DEMANDS: WAGE NEGOTIATIONS

ISSUE	DEMAND	MOTIVATION
TERM OF AGREEMENT	One-year term	The second and third years of multi-term agreements tend to provide smaller increases to members. The real effect of South Africa's junk status will only be seen in the next 12 months – to bind members for further terms, without having a sense of the impact, could be detrimental to them.

RES. 3/2009	<p>Resolution 3/2009 to be reviewed to <i>inter alia</i>:</p> <ul style="list-style-type: none"> • Reduce the time periods for progression • Employer to allow employees to be rated above average performance where such being the case and refrain from rating every employee as an average performer i.e. rate as 3 to as a cost cutting measure. • Demand the abolishment of salary level 1 – 3 and entry level in the public service to be salary level 4 coupled with review of Resolution 3 of 2009 	<p>The Resolution provided for a review in 2011 which never happened. Demands for the review have subsequently been tabled by Labour and written submissions have been made to the employer on this matter. The review cannot be postponed any longer, because for many of the intended beneficiaries there are no benefits to be gained from the Resolution, or where there are, the benefits are negated by the harsh time frames.</p> <p>Restrictions on accelerated grade progression as per clause 3.6.2.12 were depriving those qualifying employees what ought to be afforded to them. It called for only 30% of the employees per year to be awarded grade progression in this regard.</p>
GENERAL SALARY INCREASE	<p>Levels 4 – 7 demand 12% Levels 8 – 10 demand 11% Levels 11 – 12, demand 10%</p>	<p>The effect of junk status on the general wealth and disposable income of public servants needs to be corrected.</p> <p>Medical aid increases during the previous multi-term agreement utilised money that should have gone towards cost of living adjustments.</p> <p>Despite the increase in the Medical subsidy by the MPI, the employees who are members of GEMS had to offset some of their wage gains against the high contribution increases announced by GEMS.</p>
HOUSING ALLOWANCE	<ol style="list-style-type: none"> 1. Demand for the Housing Allowance to be increased to R2500-00 2. Payment of the housing allowance to both spouses who are public servants. 	<p>Every public servant signs an individual contract of employment with the employer (there is no contract as the spouse of a public servant) and should be entitled to all the</p>

	<p>3. The savings option in the housing scheme should be made a voluntary option.</p> <p>4. Employees should be paid out their savings from the scheme upon resignation from the public service.</p> <p>5. A definition of a PTO must be drawn and circulated to all respective</p>	<p>benefits that is due to him/ her separately as in the case of unmarried public servants or those married where the spouse is not employed in the Public Service. Members should not be discriminated against with the payment of benefits according to their marital status.</p> <p>There are employees who will never during their working life be in a position to purchase a house or whose circumstances dictate that they should rent a house. They need the full housing allowance to cover their housing expenses, but is forced to pay the savings portion from their basic salary, thereby eroding their financial position. The ability to one day (upon retirement) withdraw the savings is scant consolation for dealing with the pressure of monthly housing expenses in the absence of the savings portion.</p> <p>For those employees who wish to save a portion of their housing allowance, or the full allowance, in the savings facility, should retain this option.</p> <p>The savings portion of the housing allowance is part and parcel of the allowance and a benefit to an employee to which he /she is entitled. Home-owners and employees who rent receive the same housing allowance. When a home-owner resigns, he/she does not lose any part of the allowance received to date. It is therefore unfair and discriminatory that those who rent should forfeit their savings portion upon resignation.</p> <p>Employees living in rural areas are deprived from their housing allowances in those cases where they produce their Permissions to Occupy (PTO) and the employers then refuse</p>
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	<p>directorates for ease of implementation.</p> <p>6. PIC must create a housing investment portfolio that will directly invest in the scheme</p>	<p>the submitted documents claiming that they were not meeting the requirements of a PTO.</p> <p>PIC currently already involved in various investment projects, such as office parks, malls, etc which do not have a direct benefit to the owners of the funds whilst they are still in service.</p>
<p>LEAVE</p>	<p>1. Capped leave to be paid out to all public servants upon resignation.</p> <p>2. Family responsibility leave</p> <p>2.1 The age cap of 18 years for children who need to be assisted during their illness, to be removed.</p> <p>2.2 Family Responsibility leave to be granted to take care of a sick parent. Additional 3 days.</p> <p>3. Maternity leave be granted to male employees under a surrogacy agreement.</p>	<p>The same argument applies as for the savings account</p> <p>Currently, Public Servants are only allowed to utilise family responsibility leave if the employee's child is sick and is younger than 18 years of age. If the need was identified for spouses to be assisted during illness, there should not be a cap on the age of children who needs to be assisted during their illness.</p> <p>Family responsibility leave for purposes of illness should not be limited to a child or spouse or life partner. Parents also often need assistance in this regard.</p> <p>The judgement in the Labour Court case nr D 312/2012 MIA and State Information Technology Agency found that it amounted to discrimination that the applicant (male) was not granted 4 months maternity leave. The Department was directed that in applying its policy regarding maternity leave it shall recognise the status of parties to a civil union and not discriminate against the rights commissioning parents who have entered into a surrogacy agreement.</p>

	<p>4. Temporary Incapacity Leave to be granted by default to employees where the employer fails to comply with the time frame for investigation and feedback (30 days). Hospitalisation leave should be approved automatically and not be subjected to the normal approval process.</p> <p>5. Leave for religious observance (3 days per annum) to be granted to Public Service Act personnel.</p>	<p>The failure by departments to adhere to the leave policy with regard to the time-frame within which to approve or refuse the temporary incapacity leave granted conditionally, leads to unnecessary disputes and hardship. Employees are often only informed months, and sometimes years, later that their applications for TIL has been declined, with the resultant recovery from their salary.</p> <p>Educators are able to take 3 days leave per annum for professional and personal development and for religious observances. Public Service Act employees in schools do not enjoy a similar benefit.</p>
LEAVE FOR SHOP STEWARDS OR OFFICE BEARERS	<i>Leave taken by a shop steward while initially on vacation-leave to be converted to leave for trade union activities.</i>	<i>The current provisions permit that where an employee would fall sick whilst on a vacation leave such leave of absence shall be converted to be sick leave. However, the same does not apply where an employee who is also a shop steward/office bearer of a recognized trade union ought to perform union duties whilst on vacation leave, such leave taken would not be converted to leave for trade union activities</i>
COMPREHENSIVE DANGER INSURANCE	<p>Demand a single comprehensive danger insurance in the public service in line with PSCBC Resolution 5 of 2015, Clause 3.1</p> <p>The addition of identified categories by Sectors.</p>	<p>PSCBC Res 5 of 2015 (clause 3.1) provided for a review process of the danger allowance which should be tabled at the PSCBC for negotiations. Clause 3.2 further provides for Sectors to identify such categories - the process was to have been finalized within 6 months, but PSCBC Res 2 of 2016 extended the time frame to 31 December 2016.</p>

PAY PROGRESSION	<p>Pay progression to be allowed beyond top notches of salary levels as well as personal salary notches.</p> <p>Equalisation of Pay progression for all public servants</p>	<p>Many employees on personal notches, or who reach the top notch of their applicable salary level, are stagnated for years because they cannot receive pay progression, eventually being caught up salary wise by counterparts with less years of service. Top and personal notches should therefore be abolished for all employees to be able to at least pay progress.</p>
LIFTING OF THE MORATORIUM ON THE FILLING OF VACANT POSTS	<p>Demand that the recent moratorium of filling of vacant posts must be immediately lifted.</p>	
OUTSTANDING AGREEMENTS	<p>All outstanding agreements to be finalized and implemented during the current financial year.</p>	