

NUPSAW

NATIONAL UNION OF PUBLIC SERVICE & ALLIED WORKERS

Head Quarters

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PSCBC REPORT

Public Service Coordinating Bargaining Council Draft Wage Agreement on Salary Adjustments and Improvements on Conditions of Service in the Public Service for the Period 2018 - 2023

Report on the continuation of a Special Council Meeting dealing with Salary Negotiations in the Public Service. This is still a Facilitation Process. The Employer has made an offer and we seek the views of our members.

PSCBC DRAFT WAGE AGREEMENT : 26 JANUARY 2018

OBJECTIVE OF THE DRAFT AGREEMENT

LABOUR POSITION

To provide for a five year multi term salary adjustment and improvements to conditions of service for employees for the period of 2018/19-2022/2023

Three Year Multi Term Agreement.

LEVELS	1 Apr 2018 -31 Mar 2019	1 April 2019 - 31 Mar 2020	1 April 2020 - 31 Mar 2021	1Apr 2021 - 30 Mar 2022	1 Apr 2022 - 30 Mar 2023	LABOUR POSITION 3 Year Term Only
Level 1-7	CPI+1.5%	CPI+1.0%	CPI+1.0%	CPI+1.0%	CPI+1.0%	CPI+3%
Level 8-10	CPI+1%	CPI+0.5%	CPI+0.5%	CPI+0.5%	CPI+0.5%	CPI+2%
Level 11-12	CPI+0.5%	CPI	CPI+	CPI	CPI+	CPI+1%

PAY PROGRESSION

Parties agree to the equalisation of pay progression across the public service at 1.5% on an annual basis; and

Sectors shall be responsible for the implementation thereof.

LEAVE

Parties agree that the age cap of 18 years for children with severe special needs who need to be assisted during their illness, will be dealt with in terms of clause 4 of PSCBC Resolution 2 of 2015.

Parties agree that the employer will develop a guiding document on Temporary Incapacity Leave (TIL) and table such with the reviewed Policy on ill health retirement (PILR) in the PSCBC for consultation.

Leave taken by a shop steward while initially on vacation-leave to be converted to leave for trade union activities.

LABOUR POSITION

Parties agree that employees as committing parents under a surrogacy agreement will be eligible to surrogacy leave equivalent to maternity leave, i.e. 4 consecutive calendar months to commence from the expected date of birth of the child.

To incorporate/include a time frame for completing the Task Labour proposal at the end of February 2018.

Include a time-frame

COMPREHENSIVE DANGER INSURANCE

The PSCBC will conduct research to benchmark within 6 months from the date of the agreement.

BURSARY SCHEME

Parties agree on a process to establish a bursary scheme for children of public servants.

OUTSTANDING MATTERS

Parties agree that the following matters be referred back to the Council for a secondary process of review that must be completed within 6 months from the date of this agreement: Resolution 3 of 2009, Resolution 4 of 2015 and Resolution 5 of 2015.

MORATORIUM ON THE FILLING OF VACANCIES

Parties agree that the Employer will conduct an audit to establish where such practices may exist and that this process must be completed within 6 months from the date this agreement enjoys a majority.

INPUT FROM LABOUR.

Labour proposed that in conceding on their demand for the abolishment of salary levels 1 - 3, the employer should consider developing a mechanism through which the benefit structure for level 1 - 5 would be enhanced. Labour further indicated that they will revert to the employer, within this round of negotiations with a firm proposal on the enhancement as proposed.

**SUCCESS MATAITSANE,
GENERAL SECRETARY
NUPSAW**

HOUSING

Parties agree to the delinking of spouses, for purposes of payment of the housing allowance.

The increase of the housing allowance on an annual basis, is guaranteed as per clause 4.6 of PSCBC Resolution 7 of 2015 with an increase by the average consumer price index (CPI) for the preceding year.

Parties agree that the Employer will take the responsibility of developing a definition of a Permission to Occupy (PTO) and to circulate it to all departments for ease of implementation.

Parties agree that the Public Investment Corporation (PIC) must create a housing investment portfolio that will direct investments of the scheme. The advisory body established as per Resolution 5 of 2017 must give effect to this provision.

LABOUR POSITION

Labour agrees to lower their demand of an increase to the housing allowance from R2500 per month to R1500 per month.

To incorporate / include a time frame for completing the task.
Labour proposes end of February 2018.

Employer: Agree time frame to be decided on.

END OF DRAFT AGREEMENT