

NUPSAW

NATIONAL UNION OF PUBLIC SERVICE & ALLIED WORKERS

Head Quarters

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NEWSFLASH

FEEDBACK ON SPECIAL PSCBC COUNCIL MEETING, 27 FEBRUARY 2019

During the Special Public Service Collective Bargaining Council Meeting (PSCBC), held on 27 February 2019 at the PSCBC Offices in Centurion, NUPSAW and other unions had voiced its concerns over:

1. UNILATERAL CHANGES TO CONDITIONS OF

SERVICE DPSA Circular no. 01 of 2019 sent to all National Departments as well as Provincial Administrations and Provincial Departments in which notice was given of a reduction in the percentage allocation of remuneration budgets for the payment of performance bonuses for all categories of employees with effect from 1 April 2019, namely: All employees on salary levels 1 to 12; All employees covered by the occupation specific dispensations (OSDs); Employees appointed to the senior management service (SMS).

NUPSAW and other unions informed the employer that it has unilaterally decided to change conditions of service in respect of bonuses without consultation. NUPSAW also reminded the employer that the function of the PSCBC is to consult on matters like these, and the Union demanded that the employer take this circular back to its principles and withdraw it with immediate effect.

Decision

The employer must withdraw the circular with immediate effect. The due date given was Friday 1 March 2019, and the matter be brought back to PSCBC for consultation.

2. DPSA ADVISORY NOTE: REFERENCE CHECKING AGAINST SOCIAL MEDIA PROFILES

Through an advisory note, dated 30 January 2019, National and Provincial Departments as well as Government Components were informed that the Minister for the Public Service and Administration issued a Directive on Personnel Suitability checks effective from 1 February 2018 which shall also makes provision for reference checks whereby the candidate must nominate referees and declare the relationship with them. Departments were advised to also extend reference checking to social media accounts to align verifications to comments/behavior by applicants on these platforms that is public knowledge and can easily be verified by the employer. It was also advised that departments request consent from the candidate(s) for purposes of accessing their social media accounts.

Departments were advised to follow this practice for the appointment of all new entrants, current employees applying for other posts/employments/transfers, as well as for the appointment of Special Advisors and the filling of posts in Offices of executive authorities and Deputy Ministers. NUPSAW reminded the employer that the advisory note seems to be an implementation of a matter that was never consulted through the PSCBC. Again the employer were reminded that the PSCBC is the relevant structure for negotiations and consultation. Labour demanded that the advisory note be withdrawn and all employment application adverts that include the reference checking against media profiles to be withdrawn with immediate effect.

Decision

The employer to withdraw the advisory note and to inform all departments to withdraw such from all employment adverts placed to date. This withdrawal must be done by Friday 1 March 2019, and the matter to be brought back to council for consultation.

3. FOREIGN SERVICE BILL CONSULTATION & REPRESENTATION TO PORTFOLIO COMMITTEE ON INTERNATIONAL RELATIONS

This discussion point was not tabled on the agenda. NUPSAW requested that the matter be deferred to a special Council meeting to afford parties the opportunity to seek a mandate on the matter. The council should also see how far the matter is within the parliamentary process, and the aim is for all parties to finalise and make submissions within the next two weeks.

Decision

The matter was deferred to a later special council meeting within the next two weeks. Parties to submit inputs before the lapse of the two weeks. There will also be a special LabourCucus to discuss inputs and position of labour.

Success Mataitsane
General Secretary.