



PSCBC IMPLEMENTATION OF 2015 AGREEMENTS

This bulletin update serves to update members about the implementation of PSCBC agreements now that the dispute on the 7% has been resolved.

The PSCBC met on the 15th July 2015 to allow the employer to present to labour the process of implementation and to prepare for PSCBC workshops in provinces.

The Resolutions to be implemented are Resolution 1 to 8 of 2015 and they will be work-shopped in provinces.

Below is the summary in terms of implementation

1.1 Resolution 2 of 2015

On the 25th June 2015 parties to the PSCBC met with the view to resolve the dispute as a result of the breach by the employer of Res 2 of 2015. The employer implemented 6.4% instead of 7% which was agreed to. The employer placed the following proposals to resolve the matter;

The amendment of clause 3.3 to read that " the salary adjustments for the period 1 April 2015 to 31 March 2016, effective from 1 April 2015 will be 7%"; and The removal of clauses 3.5 and 3.6 from the wage agreement. After consultation labour accepted the employer's revised position; and parties agreed to the amendment of Res 2 of 2015 through Res 8 of 2015.

On the 15th July 2015 the employer indicated that persal period to adjust the salary scales to include the 0.6% (7%) is three weeks. Therefore realistically the 0.6% shortfall will be paid in August 2015.

1.1 MEDICAL ASSISTANCE

Following the conclusion of Resolution 2 of 2015, parties agreed to increase the medical assistance by 28.5% effective January 2015. The employer has confirmed in the PSCBC meeting of 15 July 2015 that the adjustment will be effected in August 2015 as follows:

The 28.5% from January to July 2015 will be paid into members accounts; and

From August going forward it will be paid as part of the monthly subsidy

1.1 LEAVES

Clauses 4 & 5 of the PSCBC Res 2 of 2015 introduce new leave dispensation as follows:

Family Responsibility Leave – Introduction of (5) working days per calendar year for parents of children with severe special needs. These are children who have mental, emotional & physical disability, confirmed by a medical practitioner.

Paternity Leave – Introduction of (3) working days per calendar year.

1.1 Payment of 13th Cheque/Service Bonus

All employees will be allowed to make a once – off choice for the payment of the 13th cheque /service bonus. This new dispensation will take effect on the 1st March 2016

1. Government Employee Housing Scheme

On government employees housing scheme parties have agreed to establish a five a side committee to oversee the implementation of the agreement. The first meeting of the committee is on the 17 July 2015. On the implementation of the R1200 housing allowance adjustment, it shall be paid effective 01st July 2015.

1. PSCBC Workshops on the Implementation of Resolutions

Parties have adopted a national program aimed at explaining the implementation directives of all the PSCBC signed agreements.

Provinces are therefore directed to ensure that our provincial negotiators in PSCBC chamber, GPSSBC chamber and PHSDSBC do attend these workshops as per the attached PSCBC scheduled.

END

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