



NEHAWU UPDATE BULLETIN

DECISIONS OF THE NATIONAL PUBLIC SERVICE BARGAINING FORUM HELD 25 MARCH 2014



Introduction

The National Public Service Bargaining Forum was convened on 25 March 2014, to assess the implementation of the mandate on the 2015/16 public service wage negotiations and the process of finalising outstanding PSCBC Resolutions.

The Bargaining Forum also made an assessment of the work of the union's communication machinery in particular to the 10th National Congress resolutions on the battle of ideas and the implementation thereof the Resolutions.

The National Public Service Bargaining Forum received reports on the 2015/16 Wage negotiations and deliberations on the reports presented the National Public Service Bargaining Forum concluded as follows:

Strengthening and Revival of Bargaining Forums

The meeting noted the need for the union to continue work done by the bargaining forums at branch, regional, provincial and national levels since their establishment as directed

by the 9 National Congress in 2010. The national public service bargaining forum resolved that the union must strengthen the bargaining forums that are in place and also revive bargaining forums at all levels.

The forum mandated the union to organise general members meetings so as to enable the membership of the union to be updated on developments that are currently happening in the public service.

Member participation in various bargaining forums was also noted as an urgent priority that the organisation should focus on, and also the visibility of the union is of paramount importance towards the strengthening and revival of the bargaining forums of the organisation at the various levels.

The meeting took the decision that convening of bargaining forums as mandating structures of the union must be held regularly to improve communication with members and also ensure there is alignment of the work done in the bargaining councils.

Union's communication machinery

The meeting noted the political climate in South Africa required the union to improve the visibility and ensure that the union takes up on socio-economic and political issues in the public discourse; this therefore will improve the public profile of the union and its leadership.

The meeting agreed that the union should strengthen its communication machinery as per the 10th National Congress resolutions on the battle of ideas, which include amongst others, developing internal media platforms to support building strong workplace organisation, class consciousness and internationalism.

Department of Home Affairs

The meeting received a report on the developments at the Department of Home with regards to the implementation of new operating hours by the department without proper engagements with unions at the level of the Bargaining Chamber.

The forum noted the report, and thereby mandates the union to urgently convene general members meetings across the country to explain and position the perspective of the union with regards to the matter of DHA.

Public Service Wage Negotiations 2015/16

The meeting received and welcomed the reports that were tabled before the meeting in relation to the ongoing public service wage negotiations of 2015/16.

After discussion on the reports presented to the forum, the meeting noted that the employer responded to the demands of labour on 27 November 2014, however the response of the employer did not meet the demands of labour on various matters that were agreed on the pre-negotiations process, amongst others, the base from which the negotiations was agreed will start will be at 5, 8%, based on year-on-year CPI of the 2013/14 Financial year and the employer

tabled an offer of 5%.

The meeting noted and agreed on the revised offer by labour to the employer of a double digit increase of 10% across the board, also housing allowance of R1500.00, for all qualifying workers from level 1 – 10. The meeting agreed to the demand of 28% for Medical Aid to cover for losses of the past four years.

PSCBC Resolutions

The bargaining forum was presented with a report on outstanding issues from PSCBC Resolutions and deliberated on the matters, which included:

Government Employees Housing Scheme (GEHS)

The meeting noted that the council has made progress in draft resolution on GEHS, and is currently working on the draft with the primary focus mainly on the allowance and other unresolved clauses.

PSBC Resolution 03 of 2009 and Remuneration Policy for Public Service

The national public service bargaining forum noted the process of reviewing the Resolution 03 of 2009 and the remuneration policy for the public service. The forum welcomed the fact that labour presented a comprehensive proposal to the council and it must be noted that the employer has not responded to the proposal.

The forum took note of the fact that a consultative workshop will be convened in relation to the remuneration policy, this is will be done so as to allow the employer to table a proposal to the council.

Minimum Service Level Agreement

The national bargaining forum noted that discussion on the Minimum Service Level Agreement were put on hold by the council, this was to allow the union to review the designation of health support services as essential services.

Also the meeting noted that the Essential

Services Committee has responded to the union further requesting motivation upon the submissions by the union.

Danger Allowance

The forum welcomed the presentation on the issue of danger allowance, and noted that labour has developed and identified occupational categories that should be added to Annexure A of the PSCBC Resolution 01 of 2007 for the purpose of receiving danger allowance.

The meeting that took note of the progress that the COSATU JMC has done in relation to mandating negotiators to conclude on a framework agreement on issues of payment of allowance, other modalities, and allowing sectors to identify occupational categories for danger allowance.

The meeting noted that a timeframe of six months has been agreed upon by parties at the council to conclude work on the proposal with regards to danger allowance.

Review of PMDS Policy

The review of the PMDS policy remains on

the agenda of the council for further discussions, as the employer presented a diagnostic report to the council in the application of the PDMS policy as a performance management tool. The national public service bargaining forum noted that a consultative workshop will be convened as a pre-cursor to the formal consultation process at the PSCBC.

Outsourcing in the Public Service

The forum noted that the issue of outsourcing in the public service remains outstanding from Resolution 06 of 2010 and Resolution 01 of 2012.

The council has developed terms of reference towards finalising the matter of outsourcing in the public service, and therefore has agreed to conduct an impact study on the issue.

The meeting also noted that the council will work with the International Labour Organisation with regards to the work done by ILO on decent work.