



PSCBC UPDATE BULLETIN

This is the latest update on the conclusion of the 2015/16 public service wage negotiations at the Public Service Co-ordinating Bargaining Council (PSCBC).

As the Public Sector Unions we met with the employer on 19 May 2015, to finalise and conclude with the conciliation process with the employer, over the current wage negotiations and agreed on the following agreements:

Cost Of Living Adjustment

- Agreed to settle at 7%, with the CPI +1% on the outer years
- Agreed to settle on 28.5% on the Medical Aid
- Accepted the new leave dispensation of 5 days for Parents of Children with Special needs
- Accepted the new paternity leave dispensation of 3 days as a start with the intention of further improvement in the next round of negotiations
- Agreed on the process to develop policy on the Recognition of Prior Learning (RPL) and Bursary Scheme for employees

Government Employees Housing Scheme

- Parties have concluded a frame work agreement aimed at developing and finalising Government Employees Housing Scheme, we

have agreed to establish a joint committee that will develop administrative and governance model of the scheme.

- We agreed on the adjustment of the housing allowance to R1200 for everybody, however for employees who are currently not servicing bonds will only have access to R900 and the extra R300 will be put into a savings scheme, which they will access once proof of home ownership is produced. The aim of the housing scheme is meant to encourage home ownership and to ensure workers do not use their entire housing allowance to supplement their salaries.
- Parties could not find agreement on the extension of the housing allowance to both spouses if employed in public service.
- Unions feel that the clause is unconstitutional because it discriminates on marital grounds.
- We are to explore other avenues to challenge the clause, including the possibility of a legal challenge.

Other agreements

- We have also concluded in signing off the following other agreements;
- Danger Allowance,
- GEMS Review
- Post-Retirement Benefits - On medical aid and Housing.

END

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