



PUBLIC SERVICE WAGE NEGOTIATIONS UPDATE BULLETIN

APRIL 2018

Comrades and members of NEHAWU in the Public Service, this information serves as an update to the ongoing 2018\2019 Public Service wage negotiations. We have reported previously about the developments of the period from the 09th to 26th January 2018, which resulted in government presenting their revised offer on the 26th January 2018. The offer was subsequently taken to members for further consultation.

NEHAWU Mandating Process

Immediately after the 26th January 2018 the national union convened general membership meetings, regional bargaining forum meetings which culminated into a national bargaining forum meeting convened on the 10th February 2018 to consolidate our revised mandate in response to the offer of government as reflected below;

Government Offer	NEHAWU Revised Mandate	Joint Labour Revised Mandate
(3) year term of agreement	Agreed	Agreed
Salary adjustment on sliding scale	Agreed	Agreed
Year 1		
Salary levels 1-7 CPI + 1.5%	Salary levels 1-7 CPI + 2%	Salary levels 1-7 CPI + 3%
Salary levels 8-10 CPI + 1%	Salary levels 8-10 CPI + 1.5%	Salary levels 8-10 CPI + 2%
Salary levels 11-12 CPI + 0.5%	Salary levels 11-12 CPI + 1%	Salary levels 11-12 CPI + 2%
Year 2		
Salary levels 1-7 CPI + 1%	Salary levels 1-7 CPI + 2%	Salary levels 1-7 CPI + 3%
Salary levels 8-10 CPI + 0.5%	Salary levels 8-10 CPI + 1.5%	Salary levels 8-10 CPI + 2%
Salary levels 11-12 CPI	Salary levels 11-12 CPI + 1%	Salary levels 11-12 CPI + 2%
Year 3		
Salary levels 1-7 CPI + 1%	Salary levels 1-7 CPI + 2%	Salary levels 1-7 CPI + 3%
Salary levels 8-10 CPI + 0.5%	Salary levels 8-10 CPI + 1.5%	Salary levels 8-10 CPI + 2%
Salary levels 11-12 CPI	Salary levels 11-12 CPI + 1%	Salary levels 11-12 CPI + 2%



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Pay progression to be equalised to 1.5% across public service including Educators, Police and TVET employees;	Agreed	Agreed
Leaves: surrogacy, family responsibility, shop stewards leaves, temporary incapacity leave;	Agreed	Agreed
Housing: delinking of spouses for purposes of payment of the housing allowance;	Agreed	Agreed
Increase of housing allowance as per clause 4.6 of PSCBC Resolution 07 of 2015;	Increase housing allowance to R1 500.00	Increase housing allowance by R1 500.00
Definition of Permission to Occupy (PTO)	Agreed	Agreed
PIC to create an investment portfolio to invest directly in the housing scheme;	Agreed	Agreed
Danger Insurance- PSCBC to conduct a research within (6) months after signing an agreement;	Agreed	Agreed
Outstanding matters- review of PSCBC resolutions in particular 03 of 2009, 04 of 2015 and 05 of 2015;	Agreed	Agreed
Moratorium on filling of vacancies- government to conduct an audit and complete the process within (6) months after signing an agreement;	Reject the six months process;	Agreed
Bursary scheme for children of public servants- parties to agree on a process to establish a bursary scheme;	Agreed	Agreed
Abolishment of salary levels 1-3 – government is not affording the demand;	Maintain the demand; Alternatively enhance benefits by paying them R1 500 housing allowance and migrate them from	Maintain the demand; Alternatively enhance benefits by paying them R1 500 housing allowance and migrate them from



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After a long delay of resuming wage negotiations from a two weeks break which started from the 26th January 2018, and was further perpetuated by the recent cabinet reshuffle, wage negotiations resumed on the 04th and 05th April 2018.

On the 04th April 2018 government approached the facilitated wage negotiations process with an intention to present a new document which was totally different from their offer as reflected on column one above. Labour rejected the attempts by the employer to change what was contained in the offer presented to us in January 2018.

On the 05th April 2015 government's argument was ultimately defeated and the status of the offer of the 26th January 2018 was restored. The parties concentrated on the improvement of government's revised offer as presented on the 26th January 2018. When the second day ended, the following issues were ring-fenced as deal breakers;

- Cost of Living Adjustment
- Housing allowance {delinking of spouses – implementation date}
- Pay progression {implementation date}
- Abolishment of salary levels 1-3

Government negotiators were unable to engage us on the above sticky issues and they requested to consult their principals with a view to sort a mandate and revert back to the facilitated negotiations on the 09th April 2018.

On the 09th April 2018 government negotiators came back with no mandate and they presented a request for a further postponement to the 24th April 2018, as trade unions we rejected the request as being out of order and unacceptable and further resolved that government negotiators must cut short their mandating process and revert back to facilitated negotiations. We have since agreed to reconvene on Tuesday 17th April 2018 and members will be kept informed of further developments.

We are aware of reactionary forces who sought to confuse members by circulating through social media fake news about the negotiations. The union will communicate directly to its members through official memos, and or bulletins bearing NEHAWU logo. For further information, please do not hesitate to contact any offices of the union.

END

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