



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) UPDATE BULLETIN

MARCH 2020

This update bulletin serves to provide an update to members in terms of progress in the implementation of the last leg of the implementation of the current agreement at the Public Service Coordinating Bargaining Council (PSCBC).

Update

On 25 February 2020, the PSCBC convened a council meeting to amongst others deal with various issues before the council. The employer at that council meeting requested to add an agenda item on the review of PSCBC resolution 1 of 2018. As per the rules and procedures of the council this was agreed to by parties. The employer proceeded to make a presentation on the state of the economy and the fiscus and also touched on what the costs of implementation of the PSCBC Resolution 1 of 2018 were over the past three years and ultimately at the end requested that in line with section 11 (11.1) of the resolution, they be allowed to review the resolution.

We rejected the proposal on the basis of the timing of the request bearing in mind that the request by the employer comes almost 25 working days before the implementation.

The Joint Mandating Committee (JMC) of COSATU on 05 March 2020 requested the General Secretary of the PSCBC to write to the employer to confirm the projected Consumer Price Index (CPI) that was to be used for salary increases of 2020/2021 as per the resolution. The employer further requested to be allowed to present the projected CPI in a special council meeting that was convened on 17 March 2020. Subsequently the employer made a request that it be allowed to address the special council on the request by labour that they confirm the salary increases for 2020/2021.

On 17 March 2020, the employer again made same presentation that we had rejected on the 25th February 2020 again requesting parties at the PSCBC to agree on the review of clause 3.3 of the PSCBC Resolution 01 of 2018. This time around the employer was explicit and indicated that the review would mean 0% increase to all government employees in salary levels 1-12. They confirmed that projected CPI stands at 4.4% meaning that government employees are entitled to the following increment:

- Levels 1 - 7 = 5.4%
- Levels 8 - 10 = 4.9%
- Levels 11 - 12 = 4.4%

These are the salary increments that our members and government employees are supposed to receive in the last leg of the implementation of the agreement and the state is saying we must agree on a 0% (percent) increment. What is amazing is the fact that the request is only targeted at public servants in the public service when the entire public sector is exonerated from the 0% increase request. The union in its National Political Commission convened on the 14th and 15th March 2020 resolved that we must fight and defend hard fought gains of our members, and that the union will have a National Day of Action on the 30th March 2020.

In that regard, we are working on modalities for our action noting the current situation in the country with the national disaster of the COVID19 coronavirus pandemic.

Conclusion

The employer has finally admitted its intentions on not implementing the last leg of PSCBC Resolution 1 of 2018 clause 3.3. The national union will be reporting to all structures from national, provincial and regional on the matter while preparing to take the fight to government as soon as possible.

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