

INFORMUS



FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL
(PSCBC) 5/2020

16-03-2019

Urgent: Important information

Corona Virus: Covid-19

The PSA submitted a request for a special PSCBC Meeting, scheduled for 17 March 2020, to amongst others discuss the impact of the Corona Virus in the workplace and to ensure that measures are put in place to protect public servants. The PSA noted the input and concerns from members.

The DPSA tabled a circular on how to deal with the Covid-19 pandemic. Labour raised serious concerns with the circular and indicated to the employer that the circular does not address the main concerns, which includes the following:

- Special Leave provisions for employees who were exposed to unconfirmed cases
- Special Leave provisions for employees who need to take care of their children as schools have closed
- Virtual offices provision for employees with working tools to work away from offices
- Special transport provisions, especially for those who make use of public transport
- Banning of international and domestic flights, especially to high-risk areas.

Labour also, amongst others, indicated that this circular from the DPSA is of a punitive nature and does not assist the situation at hand. Parties agreed that a joint circular will be drafted under the auspices of the Council on 18 March 2020 to enhance the circular from the DPSA as the circular is only addressing minimum measures.

Cost-of-living adjustment 1 April 2020

Members were previously informed that the PSA requested the PSCBC to obtain confirmation from the employer on the implementation of clause 3.3 of PSCBC Resolution 1/2018, which deals with the annual wage increase. Clause 3.4 of the said agreement provides that the projected CPI for the 2020/21-financial year will be determined by National Treasury. On a yearly basis, the confirmation of the percentage increase as to be determined by National Treasury, is provided to the PSCBC upon request from labour.

Following the last Council meeting, the employer tabled a request to review the said agreement, stating that it cannot implement the last leg of the agreement. This proposal for a review was unanimously rejected by labour at the last PSCBC meeting. Despite the rejection, the employer has submitted another request for engagement at the Special PSCBC meeting that took place on 17 March 2020.

At the meeting, the employer insisted to engage labour on the review of clause 3.3 of PSCBC Resolution 1/2018. Labour indicated that it is not prepared to engage on any review process other than the implementation of the Resolution.

Labour subsequently requested the employer to pronounce on the projected CPI and demanded that the employer pronounces on whether it will honor the wage agreement. At the meeting, the employer once again made a presentation on the management of the Public Service wage bill, pleaded poverty, and subsequently requested labour to consider its proposal of a **zero-percentage increase for public servants** for this financial year.

From the presentation it is eminent that the projected CPI is 4.4 % for the 2020/21-financial year. The PSA therefore expected that the following increases be implemented:

Salary level 1-7: 5.4%

Salary level 8-10: 4.9%

Salary level 11-12: 4.4%

The employer once again pleaded poverty and indicated that it will not be able to implement the cost-of-living adjustment for the 2020/21-financial year and requested labour to reconsider its position.

The PSA rejected the proposal with the contempt it deserves. Failure by the employer to implement PSCBC Resolution 1/2018, in particular clause 3.3, will leave the PSA with no other option than to enforce the collective agreement through litigation processes. Members will be informed of developments .

GENERAL MANAGER