

PSCBC SALARY NEGOTIATIONS

Org labour rejected employer request for postponement of negotiations and demanded that parties meet and engage. The employer wrote a letter refusing which they later withdrew and availed itself for negotiations.

The parties agreed on a two aside and drafted four resolutions and then presented in Council. The employer again reiterated that they don't have a mandate and requested postponement to source mandate.

Labour emphasized that the repackaging hasn't changed anything and therefore employer can make a call to source mandate. Employer insisted and appealed to Labour to provide it with an opportunity to meet with their principals and be mandated.

The employer requested more time for mandating after having requested a caucus. Labour also added substantive documents to proof that there is a moratorium on the filling of vacant posts for ease of reference : Document 1 DTI circular: Moratorium on the filling of posts; Document 2: GPSSBC dept bargaining chamber meeting DHA minutes 25/08/2017 item 7.1; DPSA Report on the filling of funded posts 14/09/2017 item 7. Issue number 5/2018 DHA, why posts cannot be filled. Labour also demanded employer to comply with resolution 1/2007 and provide periodic reports on the vacant posts. Labour demands:

- > Lifting of all moratoria
- > fill all vacant posts
- > detailed report on all vacant posts from 2007 to date as per Res 1/2007

Employer appreciated labour' s pro-activeness in providing substance to the moratoria and promised to comply with the

3rd demand but requested a month to be able to provide the report. Employer also stressed that there is no blanket moratorium.

Parties agreed to migrate the following clauses to clause 8.2 from the document of the 19/04/2018 after having agreed to delete both clauses 8.1 and 8.2:

8.2.1 The e/r shall lift all moratoria on filling of vacant and funded vacant posts in compliance with Res 1/2007 with immediate effect

8.2.2 Parties agree to amend clause 14.1.4 of Pscbc Res 1/2007 by submitting reports on filling of vacant posts on a quarterly basis

8.2.3 The e/r shall provide labour with detailed statistical information on the filling of vacant posts from July 2007 to April 2018

8.2.4 The e/r shall give comparative head count of employees as at July 2007 and 30 March 2018

The e/r requested that the first two be dealt with through taking them to principals for mandating and, the second two to be dealt with during the course of the process

Labour: E/ r to come 26/04/18 with a mandate on repackaging and IL/r request starting at 09:00

P.S. MISUNDERSTANDING/ CONFUSION

Employer ' s understanding was that we are in facilitation and Labour 's understanding is that we are in Council. E/r agrees that L/r presented in Council but that employer laid a premise on the process going forward. E/r agrees that we are in Council.

After much deliberation it was agreed that the four draft resolutions were presented in Council and the employer is going to seek mandate and parties will return on Monday the 30/04/2018

Draft Resolution 1/2018: Cola

Draft Resolution 2/2018: Leave

Draft Resolution 3/2018: Danger insurance

Draft Resolution 4/2018: Enhancement of levels 1-5