

FOR PSA MEMBERS: GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL
(GPSSBC)

10-07-2019

Mandate requested: Compensation for official duties performed during meal intervals

Compensation for official duties performed during meal intervals

The PSA tabled this matter for discussion in Council. In terms of the provisions of clause 9.4 of PSCBC Resolution 1/2007, compensation for employees who, owing to the nature of their work, are required to remain on duty during their meal intervals will, where required, be determined in the respective Sectoral Bargaining Councils.

The employer, during a Council meeting, informed labour that it identified the Department of Correctional Services (DCS) as the only Department that would be affected. Hence, the employer was already finalising a list of occupations in the DCS to be tabled and a resolution to be concluded. The PSA requested input from other departments that may have any category that could qualify for such compensation, but no further inputs were received. Such discussion took place in the Collective Bargaining Committee. The matter was subsequently referred to Council for further engagement and parties have finalised the negotiation process.

Sea-going allowance

A draft sea-going allowance agreement, seeking to amend the previous agreement, was tabled by the employer. The agreement only applies to those employees employed by the Department of Environmental Affairs and the Department of Agriculture, Forestry and Fisheries, who undertake research, monitoring, control and surveillance expeditions at sea in excess of a normal working day. The allowance will therefore be paid in lieu of overtime and as a result, the provisions of the *BCEA* and/or PSCBC Resolutions will no longer be applicable to identified employees, except where specifically stated to the contrary in the agreement.

The draft was circulated amongst members for input. Input received was incorporated in the draft. Discussions took place in the Collective Bargaining Committee and referred to Council for negotiations, which were subsequently concluded.

MANDATE REQUIRED

The above draft agreements are *attached*. Members are requested to provide the PSA with a mandate on whether to accept or reject the agreements through PSA Provincial Offices by **18 July 2019**.

Ivan Fredericks
GENERAL MANAGER