

What's happening in the PSCBC?

Outstanding matters: Previous Resolutions

The PSCBC is undertaking research on a comprehensive danger insurance to cover employees who in the course of their employment experience a genuine risk to their lives and who are employed in specified occupational categories.

In terms of PSCBC Resolution 4/2015 the state, as the employer, will pay a standard danger allowance to an employee who in the course of employment experiences a genuine risk to his/her life and who is employed in one of the identified occupational categories (as prescribed by PSCBC Resolution 4/2015) and identified areas of work. The agreement (clause 4.2.2) also indicated that Sectors should identify new categories that might be eligible for such an allowance under the new danger dispensation. All Sectors have complied and referred their lists to the PSCBC for constructive engagements.

Since the current danger allowance dispensation offers no financial assistance to employees and their next of kin emanating from the danger allowance in the event of an injury or fatal injury of the employee, the need arose to conduct research into a comprehensive danger insurance. In conducting the research, Terms of Reference (ToR) were developed for the researcher and subsequently tabled for adoption. Labour raised concerns with the ToR in that the employer wants to use the money allocated for the danger allowance and channel this towards the envisaged comprehensive danger insurance. This proposal was rejected by labour. The PSA indicated that this insurance must be over and above the danger allowance that is currently paid to eligible employees. Furthermore, the draft ToR places a limitation on the number of occasions beneficiaries are eligible to claim and referred to monthly contributions from an employee in an event that the insurance premium falls above the current danger allowance amount. Labour rejected these proposals. The employer conceded to labour's demand and the ToR is amended accordingly.

Draft Policy: Recognition of Prior Learning (RPL)

The *White Paper on Public Service Training and Education* cited the need for ongoing staff development and lifelong training. It recognises the need to address the legacies of underdevelopment and inequitable distribution of learning opportunities for all. The employer tabled an RPL policy and procedure that are intended not only as a tool for transformation, but importantly, as a policy intervention intended to redress,

and undo social injustices suffered as a result of unequal educational provision and skewed distribution of educational opportunities.

The Department of Public Service and Administration has taken the responsibility of establishing an RPL Coordinating and Support Desk that will be presided over by full-time RPL advisors. This advisor will, amongst others, advise departments and candidates on RPL matters, training of departmental RPL champions, development of quality management and assessment systems as well as sourcing suitable providers for qualifications to be assessed for RPL. The National RPL Strategy and the National Policy will need to be implemented in sector-specific ways to maximise its effectiveness and impact.

Members are requested to provide inputs on this Policy (attached) through their respective PSA Provincial Offices to the Chief Negotiator, Jannie Oosthuizen, and Astrid Al-Anani by **14 February 2019**.

Members will be informed of developments.

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GENERAL MANAGER