

Feedback: CIPC multilateral meeting

Improvement of conditions of service

The PSA reminded the employer that during the salary negotiations of 2019/20 parties decided to prioritise the issue of the wage increase and to revert to other demands after finalising this. It was agreed that negotiations will be reopened on other demands and the employer was requested to respond to each demand. The following responses were provided:

Recognition of Prior Learning (RPL): The employer reported that it is not opposed to the introduction of RPL as demanded by the PSA. Guidelines have been developed, which labour requested a copy. It is the employer's view that the guidelines must be informed by the Training Policy that is being developed. It would not be proper for parties to engage on the RPL guidelines and finalise these without first finalising the Training Policy.

Study leave: The PSA demanded an additional two days per subject for study leave. The employer rejected the demand and indicated that it is of the view that the current study leave is sufficient. The PSA implored the employer to reconsider its position and seek a fresh mandate. It is regrettable that labour was not united on this issue and the PSA is left to stand alone. The PSA will endeavor to carry out members' mandate.

Medical-aid allowance: The PSA demanded that the employer should increase the allowance to R2 000. This demand was rejected by the employer who indicated that employees are on a cost-to-company salary package. The PSA noted the employer's position and will negotiate further to give effect to members' mandate.

Housing scheme: The employer reported that research was conducted through the Department of Public Service Administration (DPSA) on the feasibility of creating a housing scheme for CIPC or joining the public service housing scheme. The outcome was that it will not be feasible for CIPC to either join the public service housing scheme or create its own. The PSA requested the employer to invite the person(s) who was assisting with the research that led to this conclusion to present the findings to parties at the Bargaining Forum. The PSA is of the view that whatever challenges the employer could have identified are not insurmountable and the establishment of a CIPC housing scheme can be achieved.

Recognition of improved qualifications: The employer reported that the PSA's demand for the introduction of payment of a bonus for the recognition of an improved qualification is considered. A

request was sent to the CIPC finance section to consider if it can be budgeted for and how would it be paid. Feedback will be given to parties once finance has advised the employer.

Recognition of scarce skills: The employer requested the PSA to draft a discussion document on the demanded recognition of scarce skills benefit. The PSA will consult members to collect inputs and develop a draft document for engagement with the employer.

Members will be informed of developments.

GENERAL MANAGER