

## GPSSBC Special Council Meeting - 9 November 2020

### Compensation for official duties performed during meal intervals

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 will 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 inputs from other departments that may have any category that could qualify to receive compensation for performing official duties during meal intervals, but no further inputs were received. Negotiations on the matter were finalised. Unfortunately, there has been a delay in the employer finalising its mandate to conclude on the agreement as it indicated that information from the affected departments is still outstanding. More time was requested.

Labour expressed anger with the delay as the matter has been outstanding for years. The response from the employer was therefore not accepted and labour reserved their rights. This matter will be subjected to the dispute resolution process of Council. Labour, however, still remains open for further discussion for speedy resolution.

### Draft Special-Leave Agreement for Sector

It was previously reported that the PSA had raised a concern about the inconsistent provision of special leave by some Public Service departments. Because of this situation, the PSA demanded that the employer should table an agreement for discussion in the Council to regulate special leave in the Sector. The draft special-leave agreement seeks to regulate the following categories of leave:

- Examination
- Study
- Sport
- Resettlement
- Rehabilitation
- Natural Disaster
- Life Endangerment
- Compliance with Legislation
- Interviews in the Public Service

- Trips outside the RSA borders

Members' inputs on the draft agreement were incorporated. Negotiations were finalised and the Board previously granted a mandate for the acceptance of the agreement. The employer indicated that it still has in-principle support for the agreement, but is not yet ready to engage substantively on it and is therefore not yet in a position to sign off on the agreement. It was noted that the matter has been outstanding for more than six years and the response from the employer was therefore not accepted. The PSA reserved its rights on the matter and will now follow the dispute resolution process of Council.

### **Sea-going allowance**

A draft sea-going allowance agreement, seeking to amend the previous agreement, was tabled by the employer. The draft was circulated amongst members for input, The input received was incorporated into the draft. Negotiations were completed and parties agreed that the agreement will now be corrected in terms of the reconfigured departments and being subjected to the mandating process. Unfortunately, the employer indicated that it is still obtaining an assessment report from departments on whether funding for the implementation of the agreement is still available and therefore requested more time.

Labour expressed anger with the delay on this long-outstanding matter. The response from the employer was therefore not accepted and labour reserved their rights. The matter will be subjected to the dispute resolution process of Council. Labour, however, still remains open for further discussion for speedy resolution.

### **Amendment of Resolution 2/2009 (pay progression)**

The employer indicated that it is still obtaining formalisation of the proposal from the Department of Correctional Services and will respond to labour once obtained. Labour will also approach the Department to assist to speed up the process.

### **Ratification: GPAA Agreement and FETC Bargaining Unit agreement**

The ratification process of the above agreements from Chambers is still outstanding. The employer indicated that it is still obtaining information from the GPAA and will therefore not be in a position to ratify the agreement. The PSA reserved its rights and will pursue other avenues for the enforcement of the agreement.

On the ratification of the FETC agreement, the employer stated that it does not have jurisdiction over the category of employees as it falls out of the jurisdiction of the Minister for Public Service and Administration. Labour will consider alternative means to proceed with the enforcement of the agreement.

**GENERAL MANAGER**