

Update: Dispute - Absorption of remaining fixed-contract employees

Members are aware that the absorption of the remaining contract employees has been long overdue. In the interim the employer has also declared a dispute in relation to the Collective Agreement (Resolution 1/2017) which has further complicated the matter. Members should note that the Collective Agreement was reached between parties to explore processes to deal with the absorption of the remaining fixed-term contract employees. It is common knowledge that the Minister of Finance in a letter dated 30 January 2019 to the employer, directed the GPAA to finalise the Modernisation Programme before expiration of the employment contracts of the affected employees. This direction was to enable the Minister to reconsider the request by the employer for the creation of permanent positions for these employees. This unfortunately has not been concluded by the GPAA.

It must be noted though that for most of the PSA members involved in the dispute, their contracts are set to expire on or by 31 March 2021. The PSA has since written to the employer and demanded to be provided with the following undertaking:

- That affected employees' fixed-term contracts be extended until such time as the Modernisation Programme has been finalised and the Minister has reconsidered the GPAA's request for permanent employment of affected employees.
- The PSA is further demanding that it be provided with a favourable response in this matter by no later than 12 February 2021.
- Should the employer fail to respond favourably to the demand, the PSA will be left with no choice but to approach the Labour Court for relief.

Members will be updated on developments.

GENERAL MANAGER