

Feedback: Bargaining Forum Meeting 14 – 15 February 2023

Bargaining Forum Constitution

The employer presented proposed amendments to the Bargaining Forum Constitution for PSA's consideration during the latter part of 2022. The PSA is currently considering the amendments and will submit its input before the next Bargaining Forum meeting to be convened on 12 April 2023. In the meantime, members are requested to submit their inputs on the proposed amendments through the office of the chairperson of the entity for submission to the PSA.

UIF Deduction from Employees

The employer reported that new UIF legislation compels all employers to deduct UIF from all employees. The PSA objected to the intention on the basis that the *section 197* transfer agreement protects the benefits of the employees and they cannot be worse off due to transfer. UIF deduction will therefore leave them worse off and all employees in the public service are not contributing to the UIF. In the event of dismissal or resignation, the GEPF conditions kick in and not the UIF. It was resolved that a UIF expert from the DoEL will be invited to clarify the issue. However, the employer reported that they started deducting based on legal opinion and labour viewed the deduction as unlawful and reserved their rights.

Activities of Committees Report

The employer attempted to present oral reports on the Employment Equity, Training, OHS and COVID Steering Committees which was rejected by labour. The employer was also directed to provide written reports to this structure before tabling the same at the Bargaining Forum.

Policies

The employer tabled the following policies for amendment and parties agreed to establish a Policy Task Team that will discuss them and only forward them for adoption by the Bargaining Forum. Copies can be obtained from Shopstewards.

- Fixed Term Contract Policy
- Interdepartmental Transfer Policy
- Working from Home Policy
- Reasonable Accommodation Policy

- Revised PMDS Policy

Members are requested to submit their inputs and forward them to the Chief Negotiator Ms Gracia Rikhotso at gracia.rikhotso@psa.co.za or Ms Velucia Maluleke at Velucia.maluleke@psa.co.za on or before **12 March 2023**.

2023/24 Salary Negotiations

Members are aware that labour pushed for salary negotiations outside the PSCBC as OHSC is a Schedule 3A Entity and similar entities are negotiating outside the PSCBC ambit. Although members mandated the PSA to table demands in 2022, the employer was not ready with the Remuneration Policy. The PSA informed the employer that they are finalising mandating processes and will be tabling salary demands which the employer noted.

Insourcing of Outsourced Cleaning and Security Services

The PSA informed the employer that they are aware that the above-mentioned contracts will be expiring soon and reminded the employer about the discussions held, where labour called for the insourcing of the outsourced services and stated that they will be submitting, as part of their demand to get those services that are currently outsourced. The employer stated that they note labour's position and will await further engagements as mentioned by labour.

Members will be kept informed of the developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER