

LABOUR CONSOLIDATED DEMANDS 2011/12

- This document is a consolidated wage demand submitted by the admitted labour parties to Council.
- Although the respective items are listed in terms of a particular numerical order, no deduction should be made by the employer to regard certain items to be of less importance.

1. Term of agreement

We demand a single term agreement - due to the global crisis & adverse economic conditions creating uncertainty

2. Wage demand

We demand a salary increase of 10% ATB.

3. Outstanding Substantive Issues

We demand that all outstanding substantive issues as contained in previous resolutions to be implemented in accordance with the timeframes as specified in such agreements. These substantive issues include but are not limited to:

3.1 Outstanding Substantive Issues Emanating from PSCBC Resolution 4 of 2010

(a) Medical Aid, if there is no implementation as stipulated in paragraph 5 of Resolution 4 of 2010, we demand the following:

- Equalisation of medical aid subsidies granted to employees who belong to GEMS and to those who are members of other medical aid schemes.
- The medical aid subsidy for all pensioners (on open schemes and GEMS) be de-linked from the medical subsidy for employees.
- The minimum medical aid subsidy for pensioners must be increased to R2 224 per month.

- The existing formula for the calculation of the medical subsidy (for open schemes) to apply (2/3 or maximum of R2224).
- The medical aid subsidy for pensioners be increased annually by the CPI + 3%

(b) Housing, if there is no house ownership scheme as contemplated in paragraph 4 of Resolution 4 of 2010, we demand;

- A housing allowance of R1650 per month.
- The housing allowance must be de-linked from spouses.

(c) Minimum Service level agreement.

3.2 Outstanding issues emanating from PSCBC Resolution 1 of 2007

We demand that all other outstanding matters where timeframes are not attached should be concluded and implemented within the duration of the 2011/2012 agreement e.g.

- long service award,
- recognition of improved qualifications and
- danger allowance.

4. New demands

4.1 Shop Steward Leave

We demand that shop steward leave days should increase from the current 10 working days to 25 working days per annum.

4.2 Outsourcing

We demand that all the outsourced services to be in-sourced back into public services to develop the capacity of the state to deliver services.

4.3. Child Care Facilities

We demand child care facilities at all workplaces within the public service.

4.4. Compliance with Occupational Health and Safety Act

We demand that PSCBC conduct an independent study with regard to the principle of “decent work” and compliance with Occupational Health and Safety Act and report back to the Council within 6 (six) month of the signing of the 2011/2012 wage agreement.

4.5. Performance Management and Development Systems

Various National and Provincial departments are implementing the performance management and development system differently. This is the cause of many grievances across the public service.

We demand uniform performance management and development system should also be developed and negotiated in the Council, with a view to implement it with effect from 1 April 2011.

4.6. Capped leave

Employees must be allowed to accumulate up to 60 days capped leave from the age of 57 for the purpose of retirement. It is common that pension funds takes a minimum of 3 months before first pension payouts begins and the capped leave will allow some cash flow for the waiting period.

5. Review of collective agreements

5.1 Pensions

- The amendment of par 3.5 of PSCBC Resolution12/2002 dealing with Pensions increases to read as follows:

“Guaranteed minimum annual pension increases with effect from 1 April each year. The increase shall be equal to 100% of the percentage increase in the Consumer Price Index (All items) over the previous year, together with additional increases annually with effect from 1 April of each year to those pensioners whose annuities are less than the minimum level.”

- An increase in the spouse's pension from 50% of the pension of the member concerned to 80% of the member's pension.

5.2. Threshold for overtime calculations

- In terms of clause 9.2 of Resolution 1 of 2007, the highest threshold for the calculation of overtime rate is R122 841, which is an equivalent of the minimum salary notch of salary level 8.
- We demand that the threshold be removed, and that the overtime rate be calculated on the basis of an employees' salary notch.
- Alternatively that provision be made for uncapped overtime payment for professional and scarce skills occupational groups as well as essential services irrespective of the salary levels of such personnel

5.3 Resolution 3 of 2009 (paragraph 4.2)

- Review of pay progression to 3% difference between salary notches for non OSD employees
- Grade progression periods to be reduced to three and five years respectively
- Also that Assistant and Deputy Director levels be reviewed and be fixed at levels 10 and 12 respectively.

End

