

## **LABOUR UNIONS ADMITTED TO THE PSCBC**

### **CONSOLIDATED 2009 LABOUR DEMANDS**

#### **BACKGROUND**

The trade unions admitted to the PSCBC hereby submit their consolidated salary and conditions of service demands for negotiation for the year 2009.

#### **1. TERM OF AGREEMENT AND THE DATE OF IMPLEMENTATION**

We propose a single term agreement due to the global crises giving rise to adverse economic conditions. We also propose the 1<sup>st</sup> of April 2009 as the implementation date to tie up with the government's financial year as it is done with Middle Management Services and Senior Management Services in the public service.

#### **2. SALARY INCREASE**

We demand a 15% increase across the board.

#### **3. CLOSING OF THE WAGE GAP**

We demand that salary level 1 & 2 employees who did not benefit from OSD be bumped to level 3.

#### **4. MEDICAL AID**

We demand the following

- That the medical aid be de-linked from spouses, i.e. each individual spouse must have his/her own allowance.
- We demand that the employer's contribution for employees on open schemes be aligned with the amount that is paid to GEMS members.
- That the post retirement medical assistance for all former employees (GEMS and open schemes) be increased from the present cap of R1014.00 per month to the maximum amount paid to the employees who are GEMS members.

- That the qualifying period for the granting of the medical allowance on retirement should be reduced from 15 years (broken years of service included) to 10 years (broken years of service included).
- That trade unions party to the PSCBC be represented in the GEMS Board of Trustees.

## **5. HOUSING ALLOWANCE**

We demand that it must also be de-linked from spouses as above. (Refer to medical aid). In the interim, pending the finalisation of the provision in terms of Clause 12 of Res. 1 of 2007, we further demand an increase to the Housing Allowance to R1 500.00.

## **6. LEAVE**

We demand that the following leave be increased, excluding more favourable sector specific dispensations;

- Sick leave – be increased to 90 days per 3 year cycle
- Family responsibility leave – be increased to 10 days
- Maternity leave – be increased to 6 months paid leave
- Paternity leave – 10 paid days
- Union activity leave – be increased to 40 paid days and training days should not be counted as part of this leave
- Pre - natal and post-natal leave (outside of the normal maternity leave) of 7 paid days

## **7. TRANSVERSAL ALLOWANCES**

We demand the following;

- Increase night duty allowance to R4.00 per hour for all public servants excluding more favourable sector/departmental specific night duty allowance dispensation.
- Notwithstanding Clause 9.2 of Res. 1 of 2007, the threshold be removed, and that the overtime rate be calculated on the basis of an employee's salary notch. The implementation date should be 1<sup>st</sup> of July 2009.

- Danger allowance of R750.00 to be paid to all qualifying categories of employees
- Uniforms to be issued to all uniformed employees for all weather conditions.
- Uniform allowance be increased to R2500.00 for all uniformed employees
- Stand – by allowance be increased to double the current amount and those performing stand-by and overtime must have a 12-hour break between shifts.
- Danger allowance be extended to all other employees working in dangerous conditions or situations (add to the list of PSCBC Res. 1 of 2007 Clause 7.14).
- Transport for Health workers to be provided in terms of the BCEA
- Dental nurses to be included in the uniform allowance

## **8. CREATION OF DECENT JOBS**

We demand that police reservist, home – based care workers, Early Childhood Development (ECD) and ABET practitioners and other categories of workers be included in this year’s PSCBC agreement. We demand an end to the contract system. To this end workers employed on contract for six months or longer must be appointed on permanent capacity. This excludes specified short – term projects.

## **9. OUTSTANDING MATTERS IN RELATION TO RES. 1 OF 2007**

- The OSDs must be finalised before 30 June 2009.
- We demand that all outstanding matters as listed in the Action Plan of Council in relation to Res. 1 of 2007 other than OSDs to be finalised and implemented as per the provisions of said resolution by 30 September 2009

## **10. OPENING OF EDUCATORS AND NURSING COLLEGES**

We demand the re-opening of educator colleges, and the opening of more nursing colleges , on or before January 2010

## **11. ALLOWANCES**

We demand the following allowances :

- Rural allowance should be increased by 10% and be paid to all categories of nurses and review the designated “rural areas.”
- All health care workers who work with highly contagious diseases (e.g. MDR-TB, Ebola, Swine Flu etc) must receive inhospitable allowance
- Sabbatical of up to 6 months on full pay for medical professionals after every six years of service to conduct research.
- 10 days paid time – off for registered professionals per year to complete continued professional development ( CPD )

LABOUR (PSCBC)

12 June 2009.