



NATIONAL NEWS FLASH



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PUBLIC SECTOR UNIONS TABLE WAGE DEMANDS

NAPTOSA and other public service trade unions met with the employer at the Public Service Co-ordinating Bargaining Council (PSCBC) on Tuesday, 2 March 2021, to table their wage demands for 2021.

Single Term Agreement

Labour demands a single term agreement. The economy is volatile and unstable having a destabilising effect on our fiscal policy. This hampers sound future economic predictions required for longer term agreements.

Cost of Living Adjustments (COLA)

The Unions demand a cost-of-living increase equal to the consumer price inflation (CPI) plus 4% across the board.

Salary Level Entry in the Public Service

Labour demands the abolition of salary level 1 to 3, and that the entry level in the Public Service is moved to salary level 4.

Other demands

Other demands include the following:

- **Implementation of outstanding resolutions**
Implementation of outstanding resolutions dating from 2012, as well as Resolution 6 of 2010 (Adoption of Public Service Summit Declaration).
- **Conclusion of a Collective Agreement to regulate disaster management**
Parties to conclude a collective agreement regulating conditions of service of employees when faced with a disaster like Covid-19. Lessons from the handling of the Covid-19 situation warrants a concrete resolution to deal with challenging situations of disaster management, inclusive of a RISK ALLOWANCE of 12% of basic salary.
- **Housing Allowance**
 - ✓ That the current allowance be increased to R2 500.
 - ✓ The savings option in the housing scheme to be made a voluntary option.
 - ✓ Employees should be paid out their savings from the scheme upon resignation from the Public Service.
 - ✓ The Public Investment Corporation (PIC) must create a housing investment portfolio that will directly invest in the scheme.

- **Leave**
 - ✓ **Special Leave during December closure (Not applicable to school-based educators)**
Government provides employees with statutory annual leave days. However, these days end up being reduced because of the compulsory annual shutdown by certain Government Departments over the Christmas period. Labour therefore demands that special leave, equal to the December closure days, be granted to employees.
 - ✓ **Leave for religious observance**
Three days per annum to be granted to Public Service Act personnel (educators already qualify for 3 days leave for professional and personal development and religious observances).
 - ✓ **Disaster Leave**
A disaster is defined as a sudden, abrupt or unpredictable circumstance, which causes human, material, economic or environmental losses, exceeding the ability of the affected employees to cope with them, i.e. floods, storms, lightening, fire, strikes etc.
Employees affected by a disaster shall inform their employers of their predicament and request paid time off.
 - ✓ **Reintroduction of Capped Leave**
Employees to have the option of encashing their capped leave whilst in-service and not wait until their death, retirement or disability and also to be able to encash more than the current 10 and/or 15 days limitation.
 - ✓ **Leave for gender-based violence**
Labour demands a special leave provision for workers who are victims of gender-based violence given the rising atrocities and to allow for such victims to receive proper medical and social intervention.
- **Pay Progression**
Labour demands that pay progression be allowed beyond top notches of salary levels as well as personal salary notches.
- **Provision of Child Care and Breast-feeding facilities at all Government Departments**
To provide aftercare facilities in all Government Departments to ensure productivity of the parents knowing that their toddlers or infants are taken care of and that they can closely monitor their progress in development. The demand includes setting up breast feeding breaks.
- **Providing boarding school subsidies from Grade R -12**
Boarding school subsidy to be provided to children of employees who, due to the nature of their jobs, have to work far from their homes and therefore need to place their children in boarding schools

NB. *Given the diverse conditions of service within the Public Service Sector, members must understand that not all demands are applicable to employees within the education sector.*

**BASIL MANUEL
EXECUTIVE DIRECTOR**