



MEDIA STATEMENT

6.4% INSTEAD OF 7% INDICATES THAT PSCBC RESOLUTION 2 OF 2015 IS A WORSE DEAL EVER IN THE HISTORY OF BARGAINING IN PUBLIC SERVICE

It is very shocking to learn that even the little offer of 7% that received support of the majority of trade unions will only remain on paper as the employer intends to pay only 6.4% knowingly that workers demanded 15% and ended up being compelled to accepted lousy 7%.The State as the employer under the umbrella of Public Service and Administration department has issued a circular stating that all departments must subtract 0.6% from the agreed upon 7%.

It is clear that the state as the employer has no intention of seeing stability in the public service and wants the strike action even if trade unions was peace.NATU did not sign this agreement as NATU was smelling a rat on the rush manner in which the negotiations were all of a sudden concluded.

It should be remembered that the negotiations started in September 2014 with NATU and other Unions demanding 15% and two months after the State as the Employer responded with a disappointing offer of 5%. During the whole course of negotiations the employer negotiated in bad faith and successfully put up the chain of road-blocks to frustrate negotiations and acted on an obstinate and pugnacious manner by reducing the offer from 5.8% to 5% for 2015/2016 and made it clear that the employer had no intention to bargain or were just negotiating in bad faith.

Signing of Resolution 2 came with series of disadvantages to employees in education such:

- Disadvantaging all those employees in education who are members of the open medical aid schemes by limiting their maximum medical aid subsidy to

R1014 while increase subsidy for GEMS members only by 28, 5% to a maximum subsidy of R3585.

NATU views this as egregious and an unfair discrimination of the highest order which cannot be tolerated, if this is left unchallenged it will create a wrong culture in the bargaining council that the employer can divide and rule workers as wishes.

NATU has referred the matter to the NATU legal team for legal opinion and is also weighing other available avenues that can be explored in an endeavor to better the medical aid subsidies for those who are not GEMS members. This may also include declaring a dispute in the bargaining council and or approaching the labour court for the agreement to be nullified as it violates our constitutional rights.

NATU wants the employer to pay all employees 7% and also to subsidize all the employees equally for medical aid and also for housing otherwise there will be no stability in the public service

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