

RESOLUTION    of 2015

**AGREEMENT ON THE REVIEW AND IMPACT OF EXISTING OUTSOURCING AND AGENTISATION PRACTICES WITHIN THE PUBLIC SERVICE & CONDUCTING AN INDEPENDENT IMPACT STUDY ON THE PRINCIPLES OF DECENT WORK**

**1. OBJECTIVES**

- 1.1. To give effect to the provisions of the Public Service Summit in reviewing the impact of existing outsourcing and agentisation practices;
- 1.2. To give effect to clause 11 of PSCBC Resolution 1 of 2012, to conduct an independent impact study on the principle of decent work.

**2. SCOPE**

This agreement binds the employer and employees who:

- 2.1 Are employed by the State; and
- 2.2 Fall within the registered scope of the Council.

**3 NOTING THAT:**

- 3.1 PSCBC Resolution 6 of 2010 on the outcomes of the Public Service Summit resolved for Parties to review the impact of existing outsourcing and agentisation practices;
- 3.2 The review will take place within the PSCBC structures;
- 3.3 The parties to the PSCBC will define the terms of reference for the review; and
- 3.4 The timeframes for such a review will be determined by the parties at the PSCBC on an urgent basis.

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RIM

**4 FURTHER NOTING THAT:**

4.1 PSCBC Resolution 1 of 2012 dealt with the principle of decent work.

4.2 Council resolved to conduct an independent study on the principle of decent work.

**THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:**

**5 REVIEW OF THE IMPACT OF EXISTING OUTSOURCING AND AGENTISATION PRACTICES:**

5.1 The terms of reference for the review shall encompass the following:

5.1.1 The review should take cognisance of recent research conducted by other parties or relevant institutions relating to outsourcing and agentisation practices.

5.1.2 The review should consider the stated rationale of outsourcing and agentisation, e.g. cost efficiency and effectiveness vis-a-vis the practical results of such undertakings.

5.1.2.1 In this regard, the review must:

5.1.2.1.1 Take into consideration the cost implications to government to perform a particular function against the cost implications of the same function now performed by the relevant agency/ company/ organization/ institution;

5.1.2.1.2 Consider future escalation in costs, taking into account inflation and expanding demand or need.

5.1.3 The extent of wastages and corruption related to tenders and payments made to the private sector partners for their services vis-a-vis these functions and services being performed by government.

5.1.4 Comparison of pay and conditions of service (including benefits) of workers within private sector partners vis-a-vis their equivalent counterparts in the public service, taking into account the government's mandate and policy of decent work

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5.1.5 The impact on coordination of government's operations in executing its functions or delivering services, where certain support services or functions are managed or delivered by private sector institutions.

5.1.6 The quality of service, i.e. the effectiveness of the private sector partners in carrying out certain functions, e.g. security, cleaning services etc.

5.1.7 The costs incurred by the government related to the creation of capacity in managing the tenders and the operationalization of the tender contracts.

5.2 The procurement of a service provider to conduct the review to be in accordance with the provisions of the procurement policy of Council; and

5.3 The review must be concluded and the report of the service provider be tabled in Council within six (6) months from the date, this agreement comes into effect.

## 6 CONDUCTING AN INDEPENDENT STUDY ON THE PRINCIPLE OF DECENT WORK

6.1 Council will establish a joint venture with the International Labour Organization (ILO) in conducting an independent impact study on decent work as outlined in the principles below.

6.1.1 The ILO describes decent work as follows:

6.1.1.1 Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

6.1.2 The ILO has developed a concept, commonly referred to as the "Decent Work Agenda" stating that:

6.1.2.1 Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening

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individuals, their families and communities. Such progress, however, hinges on work that is decent. Decent work sums up the aspirations of people in their working lives.

6.1.2.2 The ILO has developed an agenda for the community of work. It provides support through integrated Decent Work Country Programmes developed in coordination with its constituents. Putting the Decent Work Agenda into practice is achieved through the implementation of the ILO's four strategic objectives, with gender equality as a crosscutting objective:

- 6.1.2.2.1 Creating Jobs
- 6.1.2.2.2 Guaranteeing rights at work;
- 6.1.2.2.3 Extending Social protection; and
- 6.1.2.2.4 Promoting social dialogue.

6.2 The impact study to be concluded and the report on the outcomes be tabled in Council within six (6) months from the date, this agreement comes into effect.

## 7 DISPUTE RESOLUTION

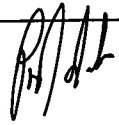
If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

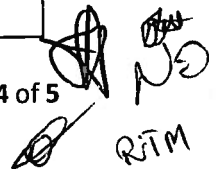
## 8 IMPLEMENTATION OF AGREEMENT

Council will adopt a work plan that will assist in monitoring and implementing this agreement.



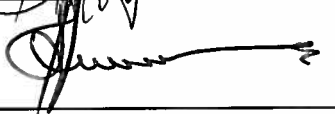



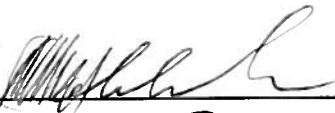
THIS DONE AND SIGNED AT CENTHARON OF THIS 10<sup>TH</sup> DAY OF FEBRUARY 2015.

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as Employer	KITUMBULA NDABA	

  
RIM

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
DENOSA	Thandeka Mbibi	
HOSPERSA/NUPSAW/NATU	ZIFOS MAHLAKE	
NAPTOSA	HENRY HENDRICKS	
NEHAWU	Bereng Soko	
POPCRU	UNWATHI KA THELEBI	
PSA	MALEKA REUBEN	
SADTU	MUEWENA MALULEKE	
SAPU	OSCAR SKOMMERE	