

PSC CIRCULAR

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PSC Circular No. 42/2006

To: Chief Executive Officers and Heads of Departments File: C29/167/50

Subject: 2005 INDUSTRIAL RELATIONS FRAMEWORK Date :23rd October, 2006
PAYMENT FOR GOVERNMENT WAGE EARNERS

1.0 PARTNERSHIP AGREEMENT

- 1.1 As part of the Partnership Agreement signed between Government and the Public Service Unions, the parties agreed to an Industrial Relations Framework (IRF) covering the period 2005 to 2007. The parties agreed that pending the introduction of the new mechanism of annual pay review, an interim arrangement of 4% across-the-board payment be effected to all Public Officers as the sole basis for the annual pay review for each of the three years of the IRF from 2005 – 2007.
- 1.2 PSC Circular No. 23/2006 dated 27th June 2006 explains the objectives, principles and components of the Partnership Agreement.

2.0 SCHEDULE OF PAYMENTS

In consideration of Government's cash flow position, the Public Service Commission and the Ministry of Finance and National Planning in consultation with the Public Service Unions have agreed to stagger the payments of the 4% 2005 IRF payment as follows:

- 2% of the 2005 IRF i.e. from 01/01/05 – 31/12/05 – scheduled for **Pay 22/06**;
- 2% of the 2005 IRF for the same period to be paid in **Pay 25/06**; and
- both payments are in-built into the salaries.

3.0 APPLICATION

- 3.1 The 4% across-the- board payment for the 2005 IRF will apply to all Government Wage Earner posts and postholders in the Public Service and will be in accordance with the rates as prescribed in **Appendix A** of this Circular.
- 3.2 The increase will also apply to those Government Wage Earners who resigned or retired on or after 1st January 2005.
- 3.3 The increase will however, not apply to any Government Wage Earner whose appointment was terminated on the ground of abscondment from duty or was deemed to have resigned or those that are currently on suspension from duties for disciplinary charges on or after 1st January 2005.

4.0 PAYMENTS

4.1 Schedule of payments of the 4% across-the-board payment for the 2005 IRF will be made as follows:

- (i) - The first 2% payment of the 2005 IRF i.e. from 01/01/05 – 31/12/05, scheduled for payment on Pay No. 44 of 2006 will be payable on November 01st 2006;
- (ii) - The second 2% payment of the 2005 IRF for the same period to be paid on Pay No. 50 of 2006 will be payable on December 13th 2006.

4.2 The above payments will be consolidated into employees wage rates with effect from 01st January 2005. The 2006 arrears of salary for the total 4% of the 2005 IRF will be paid in 2007 as part of the staggered arrangement.

5.0 ALLOWANCES

5.1 All deductions linked to salaries including rent on Government Quarters and PSC Scholarship loan deductions should be adjusted to the revised levels with effect from 1st January 2006.

6.0 OVERTIME

6.1 The revised overtime rates which are effective from 1st January 2005 are attached as **Appendix A**.

6.2 Addressees should note that the arrears of overtime payment due to the 2% across-the-board payment for 2006 shall be in accordance with the new overtime rates as provided in **Appendix A**.

6.3 Payment of arrears of overtime is to be met from Departmental Budgetary Allocation.

7.0 LEAVE PAY

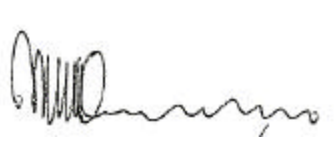
7.1 Employees proceeding on annual/ long service/ maternity/ bereavement or sick leave on or after 01st January 2005, shall be paid at the revised rates of pay.

7.2 This Circular supercedes PSC Circular No. 25/2006 dated 5th July 2006 and PSC Circular No. 32/2006 dated 18th August 2006.

7.3 Departmental Personnel Officers and those responsible for the computation and payment of wages are to liaise closely with the Treasury to ensure that all payments are made correctly and on time.

8.0 **CLARIFICATIONS**

- 8.1 Please ensure that this circular is brought to the attention of all Officers in your Ministry/ Department. Further clarification may be obtained from Mrs. Losana Ravuso, Principal Employee Relations Advisor, Public Service Commission, on email lravuso@psc.gov.fj or telephone 3314588 ext 408 or Filipe Nagera, Senior Employee Relations Advisor, on email fnagera@psc.gov.fj or telephone ext 227.

A handwritten signature in black ink, appearing to read 'Tom Lee', is positioned above a vertical line. The signature is cursive and somewhat stylized.

Tom Lee
Acting Chief Executive Officer Public Service