

PSC CIRCULAR

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Government Buildings, Suva. Telephone 3-314-588

PSC Circular No. 35/2007

To: Permanent Secretaries and
2007 Heads of Departments

Date: 2nd October

Subject Reinstating PSC Circular No: 02/2005
Dated 3rd February 2005 as per
Judicial Review No: HBJ 008 of 2005

File: 29/500/23

1.0 INTRODUCTION

- 1.1 Government in its effort to amend PSC Circular No: 25/2004 dated 27/07/04 on the rationalization of Government Wage Earners wage rates proved futile. This exercise was stalled by the Public Employees Union who had filed a Judicial Review and a Stay Order against the Public Service Commission on the implementation of PSC Circular No: 02/2005 dated 3rd February 2005. PSC Circular No: 02/2005 is a corrigendum circular amending the anomalies identified under PSC Circular No: 25/2004.
- 1.2 In the process, Ministries and Departments were then requested through PSC Circular No: 10/2005 dated 1st March 2005 that during the course of this 'judicial review' and 'stay' period, Government Wage Earners wage rates were to revert to the rates prescribed under PSC Circular No: 25/2004 dated 27/07/04 with effect from 21/02/2005 and is to remain at this rate until further notice.
- 1.3 The case against the implementation of PSC Circular No: 02/2005 dated 3rd February 2005 had been adjudicated upon and the Judge refused the application for a judicial review. The stay order made on 21st February 2005 has therefore been quashed and PSC Circular No: 02/2005 has been reinstated as the baseline wages for all Government Wage Earners across the service.

2.0 APPLICATION

- 2.1 Ministries/Departments are requested to reinstate PSC Circular No: 02/2005 dated 27/07/05 to replace the rates stipulated in PSC Circular No: 25/2004. **Refer Appendix A for PSC Circular No: 02/2005 dated 27/07/05.**

2.2 Also attached as **Appendix B** are the various changes in wages from Y2003, where Appendix A left off and onwards. These are the:

- i) 3% COLA payment WEF: 01/01/04 - PSC Circular No: 50/05 dated 9th December 2005;
- ii) Implementation of Awards 52-57 of 2005 WEF: 01/01/04 - PSC Circular No: 14/2006 dated 26th April 2006;
- iii) 2% payment in lieu of PMS/Merit Pay WEF: 01/01/05 - PSC Circular No: 25/2006 dated 5th July 2006;
- iv) 4% Industrial Relations Framework (IRF) [2% paid on Pay 22/2006 + 2% paid on Pay 25/2006] payment WEF: 01/01/05 to 31/12/05 with the wage change WEF: Pay No: 22/06 and Pay 25/06 respectively - PSC Circular No: 42/2006 dated 23/10/06; and
- v) 5% reduction in wages to all Civil Servants WEF: Pay 10 of 2007 [07/03/07] - PSC Circular No: 07/2007 dated 2nd March 2007.

3.0 CONVERSION

3.1 The amended wages table attached as Appendix A and B should be implemented consecutively from **Pay No: 42 dated 17th October 2007** and the subsequent recovery should be backdated to the effective date of payout.

4.0 ALLOWANCES

4.1 All allowances linked to wages shall continue to be paid but will be based on the revised wages level.

5.0 OVERTIME RATES

5.1 Revised overtime rates for Government Wage Earners are provided in **Appendix C**.

6.0 CLARIFICATIONS

6.1 Addressees are to ensure that all employees in the Government Wage Earners cadre are paid the correct rates as stipulated in Appendix A and B and all overpayments are to be recovered within 18 months from 17th October 2007.

6.2 Please ensure that this circular is brought to the attention of all Employees in your Ministry/Department. Further clarification may be obtained from Mrs. Losana Ravuso, Principal Employee Relations Advisor, Employee Relations Division, Public Service Commission, on email lravuso@psc.gov.fj or telephone 3314588 ext 218.



Taina Tagicakibau

**Permanent Secretary for the Public Service, Public Enterprises
and Public Sector Reform**