

PUBLIC SERVICE MINISTRY

CIRCULAR NO. 43/1977

REFERENCE NO. PS: 22/0/3II

FROM: Permanent Secretary,
Public Service Ministry

TO: All Permanent Secretaries,
Heads of Departments and
Regional Executive Officers

**SUBJECT: Agreement concerning the check-off
Agency Fees.**

DATE: 19th September, 1977.

Reference is made to my Circular No. 43/1976 dated 24th August, 1976, and enclosure on the above subject.

2. Please note that in the Agency Shop Agreements between Government and the recognized unions, the traditional areas of representation of each of the recognized unions have been defined. Consequently, the claims of any new union(s) for recognition in respect of the employees within the defined bargaining units cannot for the time being, be entertained so long as the Agency Shop Agreements are in force. Such unions should therefore be advised accordingly. The position is, however, under review.
3. Representations have been received that the agency fees paid over to the recognized unions bear no proportion to the number of employees who should pay such fees in terms of the agreements; further that Ministries and Departments have failed to comply with the provisions of Clause 5 of the agreements by not furnishing the General Secretaries of the recognized unions with monthly returns of employees recruited on or after 1st March, 1976, together with statements accompanying monthly remittances of Agency Fees separate and distinct from monthly statements accompanying remittances of union dues. In this connection, your attention is invited to paragraph 2 of the Circular under reference in which you were requested to ensure that the provisions of the agreements were honoured insofar as their obligations relate to your Ministry/Department.
4. Please bring the contents of this Circular to the attention of all concerned.

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B. W. Vigilance,
for Permanent Secretary.