

41. **STAFF REPRESENTATION IN PENSION AND PROVIDENT FUND SCHEME**

In line with the RBA Act staff should be represented in the staff Posta Pension and Provident Fund Scheme.

42. **STAFF REPRESENTATION IN THE APPEALS COMMITTEE**

It was agreed that staff should be represented in the disciplinary appeals committee.

43. **OUT OF POCKET ALLOWANCE WHILE ATTENDING COURSES OR SEMINARS OUTSIDE KENYA**

Employees travelling on duty outside Kenya will be paid subsistence allowance at the Government approved rates as adopted by the Corporation.

44. **VIOLATION OF NEGOTIATED AGREEMENT**

Both parties shall make no alteration to remuneration or conditions of service of the staff without prior consultation as contained in item eleven (11) of the Recognition Agreement.

45. **UNPAID LEAVE**

Where an employee has personal problems that requires his absence from service, such employee will be granted 30 days unpaid leave.

46. **MOTOR CYCLE LOAN**

It was agreed to introduce the loan. The mode of implementation will be decided by the management.

47. **NON-MEMBERSHIP OF UNION**

Staffs who are not members of the union will be required to pay agency fee as per the current labour laws.

48. **OTHER TERMS AND CONDITIONS OF SERVICE**

The other terms and conditions of service shall continue to apply as provided for in the existing service regulations issued through circulars from time to time and the Human Resources Policy Manual (Posta code) will continue to be used as a guideline. At the expiry of this CBA all the terms and conditions of service shall continue to apply until another CBA is put in place.

**49. DURATION OF AGREEMENT**

The effective date of this agreement shall be **1<sup>st</sup> January 2015**. The agreement will remain in force for a period of two years. This agreement shall remain in force until amended by both parties as provided for in Section 11 of the Recognition Agreement. The terms of the agreement shall be subject to any relative legislation enacted during its duration, which might necessitate alteration or its amendment in line with the recognition agreement.

**50. LONG SERVICE BONUS AWARD**

It was agreed to retain the issue as per the existing regulations

**51. UNIFORMS**

It was agreed to retain the issue as per the existing regulations

**52. SEXUAL HARASSMENT**

It was agreed to retain the issue as per the law.

**53. REDUNDANCY/RETRENCHMENT**

It was agreed that in case of redundancy the parties shall negotiate the terms of the intended redundancy.

**54. HEALTH SAFETY & ENVIRONMENT**

It was agreed to retain the issue as per the existing regulations

**55. HIV/AIDS**

It was agreed to retain the issue as per the existing regulations.

**56. CASUAL EMPLOYMENT**

It was agreed that the law has given clear guidance on the matter of casual appointment which PCK will adhere to as advised by the Employment Act

**57. TRADE TEST**

Trade test will be done after every two years as per the existing regulations.

