

## Benefits

- Sickness, Death, Dental and Optical Assistance
- Hospitalisation Assistance.
- Bursary Awards to children of members
- Provision of scholarships for members to institutions of higher learning

## Standing Committees Within GPSU

- Administrative Committee
- Industrial Relations Committee
- Public Relations Committee
- Membership Committee
- Education Committee
- Social & Cultural Committee
- Women's Advisory Committee
- Finance Committee
- Sports Committee
- Youth Committee
- Race Relations, Equality & Human Rights Committee
- Organising Committee
- Economic, Research & Project Committee
- OSH Committee

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Industrial Relations - 225-9251/226-2262  
Accounts/Registry - 226-8003  
Club - 226-2262  
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# Guyana Public Service Union

*"Rights at Work-Ending Poverty & Inequality".*



## Strong Innovative Leadership and Representation



### Mission

The GPSU is a non-partisan association of proud, professional public employees serving the citizens and the nation. It exists to ensure fairness and justice for its members and to advance their interests through collective bargaining, representation, training and education, judicial reference and industrial action.

### Vision

The GPSU works constructively with the Government in areas of mutual interest. Its collaborative leadership is effective on behalf of its members in bargaining and representation. The GPSU reflects the diversity of the public service and works towards common goals with other unions and organisations.

### Guiding Principles:

*Transparency & Accountability,  
Unity, Equality of Access & Opportunity,  
Integrity, Trust, Honesty & Respect*

## **Brief History of GPSU**

The Guyana Public Service Union (GPSU) was founded on the 8<sup>th</sup> June, 1923, when 110 Civil Servants met in St. Andrew's Hall in Georgetown and unanimously passed a resolution approving an approach being made to the Governor to authorize the formation of the British Guiana Civil Service Association. The Governor was approached and he readily accorded his sanction to its formation. It was formerly registered No. 55 as a Trade Union on the 5<sup>th</sup> November 1948.

This organization was first named the British Guiana Civil Service Association (BGCSA). Its Industrial Relations activities began during an era when the country was administered by a Colonial Administration in Great Britain and served by a Governor and other Functionaries here.

In 1972, the name was changed from Civil Service Association to the Public Service Union. In 1975, there was a merger with the Medical Employees Union (MEU), and the name of the Association was changed from Public Service Association to the Guyana Public Service Union (GPSU).

## **Housing Co-op**

Noting the acute shortage of houses, members of B.G.C.S.A. formed a housing Coop and pooled their resources to acquire land for a housing scheme. This came to fruition in 1959, thus giving birth to the area known today as "*Lamaha Gardens*".

## **Public Service Credit Union**

In 1964, following a 90 days strike the B.G.C.S.A. once again took a decision to form the British Guiana Civil Service Credit Union, now known as the Guyana Public Service Co-operative Credit Union. One of the richest Credit Union in the country

## **Organisational Hierarchy**

**Biennial Delegates Conference** - This is the highest decision making forum of the Union where representatives from each branch gather every two years to evaluate the Union's performance.

**General Council** - meets twice per year. It supervises the Executive Council between Biennial Delegates Conferences. Each branch shall have one representative on the General Council

**Executive Council** – is the third highest decision making forum of the Union which reports to the General Council. Members of the Executive Council are democratically elected by the Union's membership to serve for a period of four (4) years and are eligible for re-election.

**Branch Executives and Section Steering Committees** – A branch comprises a minimum of fifty members within an organisation and is headed by a chairman and branch executive who are elected by Union members within the organization. Where the number is less than fifty, the group is defined as a Section and headed by a steering committee elected in similar manner to a branch.

## **Membership Matters**

Ordinary membership of the Union shall be open to any person employed in the Public Sector of Guyana and shall include all employees of Government, whether central, regional or local, together with those of all Public Sector Boards, Committees, Authorities, Corporations and Commissions. Every candidate for admission shall not be less than 16 years of age and on applying for admission, shall pay one month's subscription or give an authorization for deduction of Union dues. No candidate shall be deemed a member of the Union until the first month's subscription has been paid into the Union, either directly or by way of deduction (check-off) from the pay of the candidate.

Any member who is three months in arrears of subscription shall be deemed an un-financial member, and shall forfeit all rights and privileges of membership and cease to enjoy any trade union benefits. Any member who is six months in arrears shall cease to be a member.

## **Key Achievements:**

- Collective Bargaining Rights
- In 1975, GPSU established its Branch System with Ministry of Health being the first branch. Today the union has eighty (80) branches with approximately 10,000 members.
- One (1) month tax free vacation allowance for Public Servants
- Five (5) days work week in the Public Sector.
- The unification of the Public Service – Open vote employees are now on the fixed establishment.
- Trade Union leave for members with pay
- Avoidance & Settlement of Disputes Agreement.
- Entry into UG with GPSU one (1) year Certificate in Industrial Relations & Personnel Management.
- Security of Tenure for married and pregnant Public Servants.
- Instrumental with Dr. Aubrey Armstrong Arbitration Award of 31% in salary for 1999 and 26.6% for 2000.
- Appellate Tribunal to provide Legal Services.
- Flood Relief for Members.
- In 1982, after years of paying levy to raise funds, GPSU built the Sports Complex in Thomas Lands.
- Salaries increases: 1993 - 20% tax free; 1998 30% at the bottom and 13.5%; 1999 - 31%; 2000 - 26.66% across the board increases in all bands.
- Non-taxable deduction for NIS
- Risk Allowance to Health Care Workers  
In 2019, staff in Health Sector received significant increases in all Allowances.
- Reinstatement of Permanent Secretary 2020.
- Among others