

MEDIA RELEASE

Lack of Urgency by Bargaining Council to set the matter down for conciliation will lead to possible Strike in the Public Service

DATE 17 May 2021

EMBARGO None

Enquiries communication@psa.co.za

The PSA which represents almost 235 000 Public Servants has already filed its dispute for conciliation on 11 May 2021. Parties in the PSCBC have reached a deadlocked during the wage negotiations in the Public Service as far back as 23 April 2021. The Parties then entered a 10-day facilitation process with the employer in anticipation that there will be a revised offer from the Employer.

During the facilitation process it became clear to the PSA that the employer has not presented anything new and subsequently filed for conciliation on 11 May 2021. Other Unions continued to engage the Employer in a facilitation process whilst the PSA was excluded from this process.

The conciliation process is a 30-day process and almost 7 days has now elapsed and the delay by the Bargaining Council in lack of urgency in setting the matter down for conciliation to try and resolve the matter will ultimately lead to strike action.

The intentional exclusion of the PSA is also questioned and became clear when the PSA learnt of the recent offer which was made to the remaining labour parties during the facilitation.

The employer made the following offer to the rest of labour:

- That employees **will not receive a pensionable** salary increase during 2021, but will have their salaries adjusted by at least 1,5%
- A monthly non-pensionable cash gratuity of R978-00 (depending on your tax bracket it may range around R625-92 after tax) for 12 months.

From clarity obtained it appears that the 1,5% that is being offered is already in place in the form of a pay progression that employees qualify because of satisfactory performance. In essence employees are only offered a non-pensionable gratuity (type of allowance) of R978-00 before tax.

This offer is a far cry from the demands tabled by the PSA. Employees are struggling to make ends meet with the rising costs of basic needs and the effects of the pandemic. Frontline workers are still expected to continue to perform their duties under hazardous conditions despite not having received a salary increase for last year.

The PSA is calling on the Employer to seriously consider the offer on the table and come up with serious proposals to break the deadlock.

END