

**MEDIA RELEASE**

**PSA optimistic Minister of Finance will prioritise public servant salaries during the upcoming Budget**

DATE 19 May 2020

EMBARGO None

Enquiries Reuben Maleka  
082 903 6808

The Public Servants Association (PSA), which is one of the largest Unions representing public servants, calls on Minister Tito Mboweni to reconsider his stance, on not increasing public servants' salaries, during his special emergency revised Budget Speech. This emergency budget was necessitated by the need to make provision for the COVID-19 relief efforts, which will allow for the Minister to reconsider governments stance and make funds available to honour the Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 1/2018.

The PSCBC Resolution 1/2018, made provision for a three-year multi-term agreement, on salary adjustments and improvements to the conditions of service for public servants, in the financial years 2018\19, 2019\20 and 2020\21. Clause 3.3 of the Resolution deals with the salary adjustments, percentages, and the projected CPI, in relation to the 2020\21 financial year. The Department of Public Service and Administration is bound by an agreement regulating the salary adjustments and improvements on conditions of service for the period 2018/2019, 2019/2020 and 2020/2021, as incorporated in the Resolution of the PSCBC.

In terms of clause 3.3. of the Resolution, it was agreed that with effect from 1 April 2020 until 31 March 2021, the salary adjustments for employees on salary levels 1-12 will be as follows:

*“Level 1 to 7: Projected CPI +1.0%*

*Level 8 to 10: Projected CPI + 0.5%; and*

*Level 11 to 12: Projected CPI”*

The PSA is hopeful that the Minister will provide additional funding for the public servants, who are serving this country whole heartedly during this crisis and all they expect is for the Government to honour the wage agreement and implement their salary increase accordingly. This is the last opportunity that the Minister can use to avoid protracted and costly litigation processes against the Government. The PSA advise on the Minister to stop wasting taxpayer's money, to unnecessary litigate against a clear-cut case and to do the right thing, which is to honour clause 3.3 of PSCBC Resolution 1/2018. There has been no difficulty with the previous wage increases provided for in Clauses 3.1 and 3.2. and the PSA fails to understand this sudden change of heart from the employer.

The PSA is aware that other unions are seeking to invoke the dispute mechanisms of the Council, relating to the interpretation and application of Resolution 1/2018. However, as already indicated, there is no dispute about either its interpretation or its application. The state as the employer, however, declines to implement the clause and seeks its renegotiation. The PSA rejected any form of renegotiations of Clause 3.3.

In these circumstances the PSA is of the view that pursuing a dispute about the interpretation and application of a collective agreement is not an option. Instead the PSA seeks to enforce the contractual provisions that the collective



agreement has established. The PSA therefore believes that its members have a contractual right to have their salaries increased as stipulated in the PSCBC Collective Agreement 1/2018 specifically clause 3.3.

The PSA has finalised its Notice of Motion and founding affidavit, and once the labour court allows for new cases to be filed, it will serve its papers on all parties. The PSA however would like to emphasize that Minister Mboweni has a rare opportunity to avoid devastating costly litigation process that would further plunge the state into financial difficulties than to implement the agreement and restore future credibility to the negotiations processes which will resume soon for 2021/2022 period .

END