

MEDIA RELEASE PSA takes Government to court on salary increases
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The Public Servants Association (PSA), one of the largest trade unions in the Public Sector, has electronically filed a wage dispute at the Labour Court. The PSA has received a case number from the Labour Court for its wage dispute, (Case no J 500\20). The Notice of Motion and founding affidavit is subsequently served on all respondents cited in the matter and will file hard copies on 5 June 2020 in court.

PSCBC Resolution 1/2018 made provision for a three-year multi-term agreement on salary adjustments and the improvements to condition 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 (DPSA), is bound by an agreement regulating salary adjustments and improvements on the conditions of service in the public service, for the period 2018/2019, 2019/2020 and 2020/2021, as incorporated in Resolution 1/2018 of the Public Service Co-ordinating Bargaining Council (PSCBS).

In terms of clause 3.3. of the Resolution, it was agreed that, with effect from 1 April 2020 and until 31 March 2021, 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 state as employer, has however declined to implement the Clause and wants to renegotiate the agreement. The PSA is opposed to any form of re- negotiation. 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.and it can only be enforced through the Labour Court. The PSA is optimistic that a “set down notice” will be received soon.

END