



MEDIA RELEASE **Public Service salaries: PSA warns against illegal protests, strike action and “no-work, no-pay” principle**

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The Public Servants Association (PSA), which represents more than 240 000 government employees, is concerned about the wellbeing of its members in the build-up to the looming stay away planned for 7 October 2020.

The PSA will not compromise its members’ job security or use them to settle political issues and sacrifice their salaries for a day to protest about corruption and the non-implementation of Public Service Coordinating Bargaining Council (PSCBC) Resolution 1/2018, which is now being dealt by courts. As a professional Union, the PSA is firm in its stance that any matter that is not in the interest of workers’ rights should be dealt with in appropriate forums without placing employees and their financial security in harm’s way. It is furthermore hypocritical to protest as workers and lose a day’s salary and even worse that unions, on the other hand, pledge support for political purposes and utilise workers’ resources. Its workers that will emerge losers with this kind of protests that will not yield any financial benefit for workers .

The PSA was the first union to initiate action at the Labour Court to force Government to comply with the salary agreement (PSCBC Resolution 1/2018) and any industrial action by members may negatively impact on the court process. The PSA thus wants to warn its members on the processes of protest action that is defined as “the partial or complete concerted refusal to work, or retardation or obstruction of work, for the purpose of promoting or defending the socio-economic interest of workers, but not for a purpose referred to in a definition of strike”. The only difference between a protest and a strike is therefore to be found in the motives, purpose or aims of participants. The PSA is of the view this protest action’s motives, aims and purpose do relate to Government reneging on implementing the last leg of the agreement.

The employer can apply the “no-work, no-pay” principle during the planned protest. The PSA therefore urges its members to exercise patience and await the court process to unfold as this matter is a rights dispute and can only be adjudicated by the Labour Court.

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