

MEDIA RELEASE	Public Service salary adjustments: PSA ready to start legal proceedings
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The Public Servants Association (PSA), which represents more than 240 000 public servants, is disturbed by the latest evasive response by the Minister of Public Service regarding the implementation of the last leg of the Public Service wage agreement signed in 2018.

PSCBC Resolution 1 of 2018 made provision for a three-year agreement on salary adjustments and the improvements to conditions of service for public servants for the 2018/19-, 2019/20 and 2020/21-financial years. Clause 3.3 of the agreement deals with salary adjustments, percentages and projected CPI for the 2020/21-financial year. The Department of Public Service and Administration is bound by the agreement in terms of which the salary increases for public servants with effect from 1 April 2020 until 31 March 2021 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.*

After protracted discussions in the Public Service Coordinating Bargaining Council, the employer made it clear that it was not able to implement the salary increases for the last leg of the three-year agreement because of financial constraints. It tabled a new proposal, which was rejected by the PSA. The PSA subsequently wrote to the Minister of Public Service and Administration and requested confirmation that it will implement salary adjustments in terms of the signed agreement.

The PSA was surprised by the Minister's response, which was received on 30 March 2020, indicating that "the employer is fully committed to the implementation PSCBC Resolution 1 of 2018" and denying that it was indicated that the agreement will not be implemented. The PSA finds it disturbing that the Minister is still avoiding answering a direct question from the PSA on whether Clause 3.3 of the PSCBC Resolution will be implemented. Instead, the response was responded that a proposal on implementation was tabled and that engagement will continue through Council processes.

The PSA is outraged by the Minister's response and views this as a delaying tactic tantamount to "cat-and-mouse" games whilst the country's public servants are at the coalface of the COVID-19 pandemic battle. The PSA has made it clear that there is nothing further to negotiate and that the State must implement the signed agreement that is in place. The PSA will not hesitate to instruct its attorneys to proceed with legal action if the deadline of 1 April 2020 to implement the salary increases is not met.

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