

FOR PSA MEMBERS: COUNCIL FOR GEOSCIENCE

04-09-2019

Update: Salary negotiations

Wage negotiations: 2019/20-financial year

As reported previously, salary negotiations for the Council for Geoscience commenced on 25 June 2019, focusing only on salary annual adjustments for the 2019/20-financial year as has always been the case.

Negotiations continued on 30 August 2019 for parties to report back on the employer's revised offer of a 5%-salary increase across-the-board. Subsequently, the employer tabled an offer of a 5%-salary increase across-the-board as its last offer. The employer cautioned that any further move on its last offer may lead to the retrenchment of staff and close of operations owing to a tight budget. It further appealed to labour to accept this final offer and persuade members.

Labour's response to the employer was that it is very disappointed by the lack of movement by the employer, noting that it is still advertising newly-created positions, showing that the employer still has money to better employees' salaries. Labour further highlighted to the employer that poor management of projects by EXCO has led to a decision by the Department of Minerals and Energy to take away some of the projects that were generating income for the Council. Labour persuaded the employer to reconsider its final offer.

The Constitution of the bargaining forum requires parties to meet within seven working days after reaching a deadlock, before parties can declare a dispute. The PSA is therefore seeking a mandate from members on the employer's offer of a 5%-salary increase across-the-board.

The next round of negotiations will be on 9 September 2019. Members will be informed of developments.

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GENERAL MANAGER