

Feedback: DTI entities

Wage negotiations: 2019/20-financial year

Salary negotiations for DTI entities commenced on 25 April 2019 and are set to be finalised on 31 May 2019 with the increase paid retrospective to 1 April 2019. Labour's initial demand was 15% across-the-board, which has since been adjusted to 11% whilst the employer's offer improved to 5.3%. In the meeting the employer reported a challenge as some entities are unable to meet the current offer of 5.3% whilst others are able to improve on the offer. The employer sought the indulgence of labour to allow it time to consult the DTI on how to assist entities that experienced budget constraints and source funding.

Labour noted the employer's report, which pleaded poverty and entities' position with no improvement on the current offer, leaving labour's demand at 11%. Labour noting that the negotiations are close to reaching deadlock, demanded that the employer provided the audited 2017/18-financial statements and the current unaudited financial statements indicative of the surplus/deficit. Labour stressed that no funds should be returned to the National Treasury until finalisation of this exercise in addressing the shortage of the budgetary requirements. The employer will make available the audited financial statements on 17 May 2019 but will seek a mandate on the non-audited financial statements and projections.

The employer requested that the following demands be put in abeyance for reporting at a later stage to allow alignment of the different entities' policies and benefits:

- Housing Allowance
- Medical Aid
- Car Allowance
- Cellphone Allowance
- Subsistence and travelling allowance
- Bursaries
- Danger Allowance
- Pension Fund
- Leave
- Merit Increase
- Recognition of Scarce Skills
- Recognition of additional qualifications
- Performance Bonus
- Salary Disparity
- Fixed-term Contracts and Outsourcing

- Policy Review and Alignment
- Long Service Incentive
- Compulsory Retirement Age
- Recognition of prior learning
- Leave

The comprehensive demands and the employer's response are *attached* for ease of reference. The next meeting is scheduled for 23 May 2019. Members will be informed of developments.

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GENERAL MANAGER