

FOR PSA MEMBERS: EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)

30-05-2019

## Update: ECPTA Joint Negotiating Committee Meeting (JNC) - 21 May 2019

The following items were discussed:

### Medical aid (A levels)

Based on a mandate from members, the PSA signed the agreement. Nehawu unfortunately indicated that it is not able to sign the agreement. Owing to this, the Collective Agreement cannot be implemented. The employer will meet with Nehawu in an attempt to resolve the differences.

### Policy changes

The employer submitted the following eight policies for consultation:

- Work-Integrated Learning Policy
- Relocation Policy
- Employee Wellness Policy
- HIV Policy
- Funeral Policy
- Remuneration Policy
- Retirees Policy
- Leave Policy

During the meeting, the PSA submitted inputs and the employer indicated that it supports all these inputs. The employer will submit the inputs to the Board of Directors for consideration. Following this process, the PSA will request members to provide mandates that the amended policies may be accepted for implementation. Simultaneously, members will be invited to provide proposals on amendments or inputs on these policies.

### Wage negotiations

Labour initially placed a demand for a 12%-salary increase with effect from 1 April 2019, including improvement of various other conditions of employment. During the meeting, labour revised its demand to 10%. The employer responded to the demand by increasing its proposal of 5% to **6%** as a final offer. The employer will provide a Draft Agreement. Members will be mandated as soon as the required documents are available, and procedures have been complied with.

The date for next meeting is 6 June 2019. Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER