

Update: National Management Union Consultative Forum

Migration and placement of employees

Members are aware that SALGA was undergoing a process of migration through which employees were being migrated from the SALGA old structure to a new organogram. The PSA participated in the Placement Task Team (PTT) that was tasked to develop migration principles and implementing the process of migration. The PTT finalised its work and submitted the migration report to the Chief Executive Officer. Members are welcome to contact the PSA through shop stewards should there be any outstanding issues with their placement.

Salary negotiations

The PSA learned with disappointment that SALGA took a unilateral decision to implement a salary increase for employees that the PSA had requested to bargain for. Salary demands were submitted to SALGA, which included a 12%-salary increase for employees on salary levels 3 to 8. SALGA indicated that the PSA's demands were going to be taken to its mandating structures and a response was to be provided to the PSA with a possible offer. While the PSA was expecting an offer from SALGA, an increase was implemented without any notice to the PSA. The PSA expressed its utter disappointed on how SALGA undermined the negotiation process and failed to even send a courtesy letter to inform the PSA of the decision to implement the increase.

SALGA indicated that the list of demands was submitted to the Performance Management and Remuneration Panel (REMPANEL) for consideration, which recommended to the National Executive Committee (NEC) to approve the merit-based salary adjustment of:

- **4.7%** p.a. for employees earning more than R1.5 million p.a. and obtain a performance rating of **3**;
- **5.2%** p.a. for employees earning more than R1 million p.a. but less than R1.499 million p.a. and obtain a performance rating of **3**; and
- **6.2%** p.a. for employees earning less than R1 million p.a. and obtain a performance rating of **3**.

The recommendations of the REMPANEL were approved by the NEC and implemented by SALGA. The PSA will call for the review of the Remuneration and Benefits Policy, which prescribes the process of annual merit salary increase in clause 5.8. The PSA is of the view that this policy and other related policies should be reviewed to allow an environment that is conducive for employees to have an input and expression through their Union of Choice. It was agreed that parties will continue to

engage on other demands that relate to the improvement of conditions of service while embarking on a process to establish a bargaining forum.

The PSA further raised concerns regarding alleged overpayments made into employees' bank accounts and warned the employer that the PSA will take legal action against it should it deduct monies from employees without complying with section 34 of the *Basic Conditions of Employment Act 75 of 1997, as amended*.

Members will be informed of developments.

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GENERAL MANAGER