

FOR PSA MEMBERS: SOUTH AFRICAN WEATHER SERVICES (SAWS)

21-08-2019

Feedback: Bargaining Chamber

Salary parity/scales

The employer reported that the Department of Environment Affairs (DEA) had instructed it to implement new salary scales. Those scales reflect disparity amongst staff members. Labour is convinced that the implementation of Phase 1 of parity was based on erroneous scales and demanded that Phase 2 implementation be placed on hold. It should, however, be noted that labour is only observers in the employer's Task Team.

At a previous Forum meeting, labour demanded that the employer must do a presentation at the Forum and share salary scales. The employer should also avail job-evaluation results and clarify the Equate and Patterson systems.

There were also unfortunately no documents available at the meeting. Parties thus supported the demand for the presentation to be conducted at the Bargaining Forum. The employer stated that it would arrange for a Senior Official from the DEA to make a presentation, to which request it agreed.

A detailed presentation was done during the Forum meeting on the Remuneration Strategy, HR Policy, SAWS pay scales, the Minister's Letter on Remuneration Strategy and the Minister's Letter on SAWS Pay Scales.

The following was brought to parties' attention:

- Parity was not enforced to SAWS as originally alleged. It was extensively consulted through the Board of Directors and Executive Council. These two structures should have cascaded it down to staff on the rationale of the process. It was left to the SAWS to make a choice of pursuing the recommendations from the DEA or to provide an alternative for existing disparity.
- The investigation on salary disparity in SAWS was authorised by the Minister in 2015. It was brought to his/her attention that most of the occupational class performing similar key performance were not equally remunerated, which necessitated an investigation.

Members will be informed of developments.

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GENERAL MANAGER