

## Feedback: Salary negotiations

Members were previously informed of the commencement of the annual wage negotiations for 2019/20. The PSA tabled a demand of 12% across-the-board as mandated by members and improvement on other conditions of service such as Performance Bonus, Medical Aid and Shift Allowance. The previous *Informus*, which lists the PSA's demands, can be obtained from the PSA website at [www.psa.co.za](http://www.psa.co.za).

The employer's opening offer on the salary increase was 3% across-the-board. The PSA revised its demand during negotiations and the closing demand by the PSA was 9.8%. The employer's closing offer was 4.2%. On the demand for the shift allowance increase, the employer indicated that it cannot afford this. On the issue of increasing the number of medical-aid schemes, the employer indicated that it will make a presentation to the PSA on the work it has done in this regard. On the issue of post-retirement medical benefit, the employer indicated that it will not be able to afford this. Lastly, on the issue of performance bonus, the employer indicated that the payment of performance bonus will be considered in terms of the relevant policy. The PSA has noted the employer's responses and rejected its offer on all items.

Negotiations are set to continue on 3 June 2019. Members will be informed of developments.

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GENERAL MANAGER