

FOR PSA MEMBERS: DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

26-08-2020

Feedback: Facilitation meeting

On 13 August 2020, labour invoked section 17 of the governance rules regarding salary disparities in various regions of the Department. A facilitation meeting was convened on 26 August 2020. Labour submitted that it was unfair that some of the positions were paid at a higher level than others whereas the job descriptions were the same. For example, a Property Manager in Region A is paid a higher salary than a Property Manager in Region B. The PSA maintained that equal work for equal pay must be applied in terms of the *Employment Equity Act of 1998*.

The employer responded that the salary disparities were justified by the fact that the responsibilities and the size of various regions are not the same, hence some of the positions were categorised differently. The employer indicated that the decision was informed by the geographical positioning of posts and the budget of various regions. Regions are adequately capacitated because of the structural review conducted in 2016.

Labour requested that all the positions in question be subjected to a scientific process of job evaluation and work study to determine the correct salary levels. Labour further indicated that should it remain dissatisfied with the outcome of such process, it would reserve the right to lodge an unfair discrimination dispute with the CCMA. The employer noted the submission and requested an opportunity to refer the matter to its principals to seek a mandate to conduct job evaluation processes. The employer will provide feedback to labour before the next DBC meeting.

GENERAL MANAGER