

FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL
(PSCBC)

01-06-2020

SALARY DISPUTE: PSA Ready to file dispute at Labour Court

FAILURE TO IMPLEMENT SALARY ADJUSTMENTS IN TERMS OF RESOLUTION 1/2018

The Public Servants Association (PSA), which is one of the largest Unions in the Public Service, is ready to file its wage dispute at the Labour Court. The PSA was informed that the Labour Court is enrolling new matters now as anticipated. The PSA has applied for a case number and once it is received, the Notice of Motion will be served on all parties and subsequently filed at the Labour Court.

The PSCBC Resolution 1/2018 made provision for a three-year multi-term agreement on salary adjustments and the improvements to the condition of service, for public servants in the financial years 2018\19, 2019\20, and 2020\21. Clause 3.3 of the Resolution deals with the salary adjustments, percentages, and the projected CPI in relation to the 2020\21 financial year.

The Department of Public Service and Administration(DPSA), is bound by an agreement regulating the salary adjustments and improvements on conditions of service, in the public service, for the period 2018/2019, 2019/2020 and 2020/2021, as incorporated in Resolution 1/2018 of the Public Service Coordinating Bargaining Council

In terms of clause 3.3. of the Resolution, it was agreed that with effect from 1 April 2020, and until 31 March 2021, the salary adjustments for employees on salary levels 1-12 will be as follows:

“Level 1 to 7: Projected CPI +1.0%

Level 8 to 10: Projected CPI + 0.5%; and

Level 11 to 12: Projected CPI”

The PSA is aware that other unions has invoked the dispute mechanisms of the Council, relating to the interpretation and application of Resolution 1/2018 and that the matter could not be resolved at Conciliation and it is subsequently referred to Arbitration. The PSA has adopted a different dispute route and is of the view that there is no dispute about either its interpretation or its application. The state as the employer, however, declined to implement the clause and seeks to re-negotiate the agreement. The PSA rejected any form of renegotiations of Clause 3.3. In these circumstances the PSA is of the view that pursuing a dispute about the interpretation and application of a collective agreement is not an option. Instead the PSA seeks to enforce the contractual provisions that the collective agreement has established.

The PSA therefore believes that its members have a contractual right to have their salaries increased, as stipulated in the PSCBC Collective Agreement 1/2018 specifically clause 3.3.and it can only be enforced through the Labour Court.

The PSA believes that justice will now prevail and that this matter will be lay to rest after the Labour Court will preside over this contentious matter.

| ACTING: GENERAL MANAGER