

INFORMUS



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

19-07-2020

Update: Salary dispute

Government's failure to implement salary adjustments w.e.f. 1 April 2020

The PSA, which represents more than 240 000 public servants, filed a dispute at the Labour Court to force Government to pay salary increases due to all public servants with effect from 1 April 2020.

In this respect the respondents had to furnish answering affidavits in terms of the dispute filed. The Minister of Finance (National Treasury), through the State Attorney's office, requested for an extension until the 17 July 2020. The National Treasury, as the sixth respondent in the matter, submitted its answering affidavit late on the evening of 17 July 2020 in which its defence is absurd in that it alleges that PSCBC Resolution 1/2018 was signed without a mandate from the former Minister, Minister M Gigaba.

The PSA finds this reasoning ridiculous in that government already implemented salary increases for the financial years 2018 and 2019. This PSA also finds this reasoning strange in and when it is time to implement the last leg of the salary increase, the state finds the salary agreement invalid. Does this mean that government acted unlawfully by implementing salary increases for two years in a row? If that is the case, criminal charges should be instituted against whoever was responsible for such unlawful conduct.

The PSA has five days to submit its replying affidavit on the answering affidavits received. Once finalised, the PSA will await a date from the Labour Court to hear the matter. The PSA is confident that the approach to the Labour Court to enforce the collective agreement to pay salaries is the best approach, notwithstanding the recent labour Court judgement in which the employer lost its urgent application to stay arbitration proceedings pursued by other unions at PSCBC level.

Members will be informed of developments.

GENERAL MANAGER