

Update: Negotiations on cost-of-living adjustment for 2021/22

As previously reported to members, the PSA tabled demands for salary negotiations to the employer, which were initially declined with a response that appeared to be a refusal to bargain. However, after a letter to the Commissioner by the PSA to reconsider its position, the employer agreed to the scheduling of the Bargaining Forum meeting with an intention to commence with salary negotiations. A response to each demand of the PSA was provided by the employer in writing and a meeting was set to take place virtually.

On the day of the meeting, the counterpart union to the PSA raised an objection against the meeting and indicated that as the majority union it was not intending to be part of the negotiations as it does not have a mandate from its members to engage in such negotiations. The PSA indicated that in light of the employer having formally responded to the PSA's demands and the fact that the PSA is a recognised union in the CIPC with full rights to collective bargaining, negotiations should proceed.

The chairperson of the Bargaining Forum ruled that the meeting could not proceed owing to the majority union wanting to withdraw itself from the meeting and that the PSA and employer may follow other channels to engage on the PSA's demands. It is unfortunate that labour is not united on this matter but shares different views on whether parties should be engaging on salary negotiations or not. However, the PSA will continue to pursue the mandate of its members and follow any process available to it to ensure that the voice of members is not suppressed.

Members will be informed of developments.

GENERAL MANAGER