

2021 reflection and goals for 2021

The year 2021 has unfortunately not started off on a note since the country is still grappling with the COVID-19 pandemic with the number of reported cases approaching 1 500 000 and over 44 000 deaths. The good news is that the recovery rate is at 88% and new cases are declining. Sadly, the PSA has lost some of its members at the IDC during this period. We pay tribute to Pinky Maoto and George Maliyavusa, may their souls rest in eternal peace. We are also saddened by the passing of all other IDCians, including members of management who played an integral part in the establishment of the PSA in the IDC, such as Siphso Spencer and Bassy Makwane. May the families of the departed find peace and comfort.

As a start-up to the new year, we would like to reflect on some highlights of 2020 and inform members of the aims for 2021.

Highlights of 2020

Salary negotiations

As members will recall, the PSA had difficult salary negotiations with management during 2020 owing to the economic challenges caused by the pandemic. However, the negotiations were historic as it was the first time that a Union could negotiate salary increases with IDC management. Negotiations also took place under tough economic conditions where it was extremely difficult for organisations to grant salary increases. The PSA, with the mandate of members, successfully achieved a salary increase of 3% for M and P band staff and 4.5% increases for the A and S bands.

Historic issues

The PSA tabled a list of historic issues at the monthly IDC and PSA meetings for discussion. These issues range from leave benefits, performance management, employee benefits and leadership issues. These matters continue to be discussed at the monthly meetings and in 2020 the issue of the 100% service leave encashment was successfully negotiated. An in-principle agreement was also reached with management on flexible working hours.

Long-term Sustainability Plan (LTSP) Organisation Re-alignment

Members were previously informed of the PSA's involvement in the LTSP Task Team that was established to give effect to the placement of employees in the new IDC structure. The process was divided into two stages. Stage 1 dealt with the placement of Heads of Departments and stage 2 dealt with

the rest of the organisation. The LTSP Organisation Re-alignment process was successfully concluded in October 2020 and the PSA is proud that no jobs were lost in the process.

Goals for 2021

Going forward, the PSA aims to strengthen its relationship with the IDC and promote labour peace through healthy engagements and collective bargaining; improve working conditions and service benefits for all IDC employees, particularly PSA members; establish internal platforms and processes that will effectively resolve issues of mutual interest and prevent disputes and labour unrest in the IDC; and as well as defending members' rights and promoting their interests in every possible way.

The PSA will soon be commencing with consultations with members on mandates for salary demands of the 2021/22-financial year. The intention is to table the demands before the end of April 2021.

PSA at your service

Please note that the PSA funeral benefit of R4 500 is available to all PSA members. For more information, contact estelles@idc.co.za; sherillf@idc.co.za or veroniquea@idc.co.za.

The PSA would also like to wish members a safe and healthy 2021!

GENERAL MANAGER