

Update: Salary negotiations for 2021/22

Members were previously informed that salary negotiations for 2021/22 had commenced. The process is being chaired by an independent facilitator whose appointment was agreed to by both the IDC management and the PSA. The following demands were tabled by the PSA on behalf of members:

- Sliding scale salary increases (CPI+4% for A&S band, CPI+3% for P band, CPI+2% for M band)
- Payment of an *ex-gratia* incentive (2 x months' salary for each employee)
- Special Leave for IDC December closure
- Provision of Child Care and Breast-feeding Facilities at all IDC offices

An offer of 2% across-the-board was initially tabled by IDC management. In the subsequent meeting, management requested an opportunity to approach the IDC Board for a revised offer on the salary increases as well as consideration of the issue of sliding scale versus an across-the-board offer. It was agreed that the new mandate will be presented at the next session of negotiations. Currently, there is no offer made on the *ex-gratia* incentive demand as the employer maintains that the IDC cannot afford the incentive. The PSA insisted that management should reconsider its position and present an offer that can be considered.

Some work has been done by management in assessing the feasibility of having childcare and breastfeeding facilities in regional offices. The matter is still under discussion and members who are based in regional offices are welcome to make suggestions to the PSA and assist with ideas of what can be done to meet this important need.

The issue of the December leave has not been refused by the employer, however, management's response is that it is reviewing the leave policy and the PSA's demand will be considered in the policy-review process. The PSA did not concede to management's proposal owing to the unknown duration of the policy review and the exact recommendations to the Human Capital Board in the revised policy. Furthermore, the PSA raised concerns that this demand was presented last year during the salary negotiations period and if the employer was willing to grant the demanded benefit, the policy review process would have been concluded before the current period of negotiations. Therefore, the PSA is of the view that this benefit should form part of the collective agreement that will be reached in this process.

New staff subsidy: UPS device

The PSA noted the introduction of a staff subsidy for the purchase of UPS (Uninterrupted Power Supply) devices. Without limiting the credit to management for this progressive step taken, the PSA raised the need for management to provide such assistance in the PSA and IDC monthly meetings. It is pleasing to note that before the issue was fully engaged on in those meetings, management proactively introduced the subsidy. The PSA believes that the subsidy will go a long way in assisting members to avoid the inconvenience that comes with electricity cuts through load shedding while employees are working from home.

Members will be updated on developments.

GENERAL MANAGER