

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

12-07-2021

REMINDER! Your vote is crucial: Revised Public Service salary offer - 2021/22-financial year

In the previous *Informus* members were informed that the employer had tabled a revised offer on salary negotiations. A copy of the revised offer is *attached*.

Members have been requested to either accept or reject the offer by casting their vote electronically on the PSA website www.psa.co.za. Those members unable to vote electronically can cast their vote manually through their respective PSA Provincial Offices. A copy of the manual voting form is also *attached*.

Your vote is crucial as it will determine if the current salary proposal will be accepted or rejected.

THE DEADLINE FOR CASTING YOUR VOTE IS 14 JULY 2021 at 15:00

The PSA has noted that a very low percentage of the total eligible membership has participated in the voting process. Members must note that the PSA is a mandate-driven Union and will only act based on members' mandate submitted. **The PSA therefore appeals to all members to urgently cast their vote by no later than 14 July 2021 at 15:00.**

GENERAL MANAGER

AGREEMENT ON THE PAYMENT OF A SALARY ADJUSTMENT IN THE PUBLIC SERVICE FOR THE FINANCIAL YEAR 2021/2022

1. OBJECTIVE

To provide for an agreement on the payment of a salary adjustment for employees employed in the public service for the financial year 1 April 2021 to 31 March 2022.

2. SCOPE

2.1. This agreement binds the Employer and Employees who:

- 2.1.1. Are employed by the State; and
- 2.1.2. Fall within the registered scope of the Council.

3. NOTING

- 3.1. The economic hardship experienced by employees with the continuous increase to the basic cost of living;
- 3.2. The provisions of PSCBC Resolution 9 of 2001; PSCBC Resolution 1 of 2012 and PSCBC Resolution 1 of 2018 regulating the payment of pay progression of a 1, 5% pensionable notch increment to all qualifying employees;
- 3.3. During the negotiations parties weighed the economic needs of the present and the future, assessing competing priorities for national development to address economic growth; and
- 3.4. The employer has made funding available to ensure the payment of a non-pensionable cash allowance and an increase in pensionable salaries where applicable in this agreement.

4. NON PENSIONABLE CASH ALLOWANCE

4.1. Parties agree that:

The employer will pay to all employees that were in the employ on 1 April 2021, a monthly non-pensionable cash allowance as follows:

SALARY LEVEL	Non pensionable Cash allowance (Rand Value Distribution)
1	R 1 220
2	R 1 220
3	R 1 220
4	R 1 220
5	R 1 220
6	R 1 352
7	R 1 352
8	R 1 450
9	R 1 450
10	R 1 640
11	R 1 640
12	R 1 695

4.2. The non-pensionable cash allowance will be paid backdated from 1 April 2021 to 31 March 2022.

4.3. If no new agreement is reached by 31 March 2022 on the 2022/2023 salary adjustment, this collective agreement shall remain in force until a new agreement is entered into by the parties.

5. PENSIONABLE SALARY INCREASE

Parties agree that;

5.1. The employer will pay a once off pensionable salary adjustment of at least 1.5% to all employees employed in the public service on 1 April 2021, who do not receive a pensionable increase derived from pay progression in respect of the applicable performance cycle, payable to them in terms of any PSCBC or Sectoral Agreements regulating pay progression, including employees on the maximum notch of their salary levels;

5.2. This 1.5% once off adjustment will be implemented with effect from 1 July 2021.

6. COMPLIANCE CLAUSE

The employer duly represented by the Department of Public Service and Administration warrants that it has the requisite authority and National Treasury approval to conclude this agreement. In particular, the employer warrants that, in concluding this agreement, it has complied with:

6.1. The Public Service Act 103 of 1994 (as amended); and

6.2. Regulations 78 and 79 of the Public Service Regulations, 2016.

7. DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

8. IMPLEMENTATION OF AGREEMENT

8.1. This agreement shall come into effect on the date it enjoys the majority support and shall remain in force unless terminated or amended by agreement in writing.

8.2. In the interpretation and application of this agreement, words used in the agreement and defined within the constitution of Council will have the meaning as defined in the constitution.

8.3. In the event of any conflict between a provision of this agreement and a provision of any other agreement of the Council, the provision of this agreement, takes precedence.

8.4. The Council will monitor and enforce the implementation of this agreement.

THUS DONE AND SIGNED AT _____ ON THIS _____
DAY OF _____ 2021.

ON BEHALF OF THE EMPLOYER

	Name	Signature	Date
State as Employer			

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature	Date
DENOSA			

HOSPERSA			
NAPTOSA			
NEHAWU			
POPCRU			
PSA			
SADTU			
SAPU			

**MANDATE: DRAFT COLLECTIVE AGREEMENT ON REVISED SALARY OFFER FOR ALL PUBLIC SERVANTS
FOR THE 21/22 FINANCIAL YEAR**

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