

Update: Public Service wage negotiations 2021/22-financial year

STRIKE ACTION: TIME TO CAST YOUR VOTE!

Members are aware that labour tabled its wage demand on 1 March 2021 with a view to conclude a collective agreement, to ensure that public servants receive a wage increase for the 2021/22-financial year.

The offers to date by the employer, from the initial 0%, were rejected by the PSA. Parties deadlocked on 23 April 2021, whereafter it was agreed to enter into a facilitation process. The PSA initially participated in the facilitation process, with the hope of breaking the impasse. Unfortunately, three days into the process there was no revised offer from the employer and the PSA declared a dispute. The facilitation process, however, continued with the rest of labour in Council.

The PSA later discovered that during the facilitation process, the employer presented an offer. The offer entailed a once-off 1,5%-pensionable increase w.e.f 1 July 2021 and a R978 non-pensionable, taxable monthly gratuity payment from 1 April 2021 until 1 April 2022 only. This will result in no 1.5%-pay progression being paid for this financial year.

It must be mentioned that this offer was not made to the PSA as the PSA was excluded from the facilitation process. The employer made no attempt to even propose this offer during the conciliation process. This offer is currently on the table and other unions are currently soliciting a response from their members to either accept or reject the offer.

In respect of the PSA's dispute, the conciliation process expired on 10 June 2021, and the dispute remains unresolved. In terms of the *Labour Relations Act*, the Commissioner issued a certificate of non-resolution and parties must now agree on picketing rules before commencing with a strike.

It is unfortunate that the PSA was met with such a response from the employer and is left with no option but to embark on the route of industrial action, pending a mandate from members. **Before notice can be served for a strike, the PSA must ballot its members for a strike.**

Ballot process

The PSA will launch an electronic balloting system that will be accessible on the PSA's website www.psa.co.za from 17 June 2021. Members can also follow the link that will be issued via SMS on 17 June 2021.

It is vitally important that members participate in the ballot as this is a prerequisite condition in terms of the *Labour Relations Act*. The PSA will only embark on industrial action once it receive the full support of its members.

The electronic balloting process will commence on **Thursday, 17 June 2021** and end on **Monday, 28 June 2021 at 17:00**. Members will have to cast their vote by logging onto the PSA website.

For more information or assistance (manual balloting), contact your PSA Provincial Office.

VIVA, PSA, VIVA! FORWARD WITH WORKERS' INTERESTS! FORWARD!

GENERAL MANAGER