

Update: Bargaining Council Committee Meeting

Finalisation: Collective Agreement

The employer reported that it received the signed Collective Agreement from both the PSA and Nehawu. The employer will now implement the Collective Agreement.

COLA: Salary adjustment

Labour jointly demanded a 10% salary adjustment as mandated by our members. The employer informed labour that the demand is too high, and this cannot be presented to the Board for approval. After a labour caucus, labour revised its demand to 5.5% across the board together with payment of pay progression. The employer informed labour that it will table the revised offer to the Board at a meeting to be held shortly. An urgent meeting will be convened to finalise salary negotiations.

Pay progression

Labour demanded that the employer table pay progression together with salary adjustments at the Board meeting. The employer informed labour that pay progression will form part of the budget and it will be tabled to the Board for consideration.

Vaccinations

Labour raised a concern from members regarding COVID-19 vaccinations, as to whether they were compulsory or not. The employer confirmed that they were not. The employer has already initiated two COVID-19 vaccination drives and 64% of employees have been vaccinated. The employer will amend its OHS policy to include COVID-19 vaccinations and will be shared with labour for inputs. The employer has also encouraged all employees to take advantage of the vaccination drives and get tested.

Provision:Data

Labour raised a concern regarding employees who are working from home and the usage of data. Employees are finding it difficult to take up contracts for data. The employer responded by saying that, Council has made provision for employees to receive R695 for data usage. Each employee must submit a claim, monthly, for reimbursement. The employer requested that labour make proposals regarding data to discuss. Labour requested that they should be involved in the decision making as well. The employer promised to forward a new revised memo regarding the issue of data.

GENERAL MANAGER