

Feedback: Departmental Bargaining Chamber

Members have been informed about this issue in previous editions of the *Informus* (copies can be obtained from the PSA's website on www.psa.co.za or from any PSA Provincial Office).

Salaries demands negotiations

Members will recall that the PSA tabled the following demands in the previous bargaining forum meeting:

In the previous meeting the PSA rejected the employer's offer of a 4.5%-salary increment wholly based on a performance rating. The PSA demanded that the employer should get an improved mandate from its principals. The employer requested the PSA to move down to a single digit. After a lengthy engagements and caucuses, parties moved their positions. The PSA moved to 8.5% across-the-board and that it should be based on performance rating. The employer responded to the PSA by providing a final offer of a 3%-salary increment across-the-board and further 3% based on performance rating. For example, an employee who scored a 5-performance rating will get a 3% plus 3% across-the-board, which will result to an increment of a 6%. The projection was attached for members' reference. The majority of members mandated the PSA to accept the offer and the mandate was tabled in the bargaining forum. The employer stated that EXCO approved the agreement, and it is waiting for the approval of the board on 29 July 2021.

Salaries disparity

The employer tabled a salary disparity matter in this meeting and requested it to be discussed at the same time with the salary negotiations, which are at the final stage. The implications were that it wanted employees who it deems to be above the salary scale not to get the salary increase but rather a lump sum and those below to get salary increment plus a lump sum. The PSA represents members who are above and below the salary scale. This matter was never tabled previously in the bargaining forum and the PSA believed the employer wanted to rush this process. The PSA did have a mandate nor sufficient information about this matter and requested to finalise salary negotiations first. The PSA requested that this matter be tabled for discussion after salary negotiations were concluded.

Members will be informed of developments.

GENERAL MANAGER