

## Feedback: Bargaining Forum Meeting

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](http://www.psa.co.za) or from any PSA Provincial Office)

### Salary negotiations

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

- salaries increment of 12% plus the 2%,
- increment on shift allowance,
- insourcing of security and cleaning services, amongst others.

The employer previously also stated that it would respond to the PSA's demands in the following bargaining forum meeting after receiving a mandate from the Board. The meeting took place on 7 June 2021 and the employer offered the following:

- Salary increments - 4% based on a performance
- Pay progression - 0%
- Shift allowance - 0%
- Insourcing of security and cleaning services - rejected by employer

The employer stated that owing to its financial constraints, it is not able to meet the PSA's demands. It further stated that it is the only institution reporting under its Minister who is able to make this offer in comparison to others.

The PSA, in response, rejected the employer's offer, especially the issue on an increment based on the performance of individual employees for various reasons. After lengthy engagements and caucuses, parties shifted from their initial positions trying to meet each other halfway. The PSA shifted from 12% to 8% plus the already agreed to 2%, i.e. a 10% salary increment. The employer shifted from 4% to a 4.5% salary increment, still based on performance. The employer also requested the PSA to come down to a single digit as the demand was still high and could not be afforded. The PSA rejected the offer and demanded that the employer should get an improved mandate from its principals. The PSA also demanded to be provided with the remuneration costs of security and cleaning services.

The meeting will continue on 11 June 2021 and in the interim the PSA invites members to share their inputs on the employer's offer to [Velucia.Maluleke@psa.co.za](mailto:Velucia.Maluleke@psa.co.za) by no later than **10 June 2021**.

Members will be informed of developments.

GENERAL MANAGER