

Update: Salary negotiations

Members will recall that the PSA rejected the employers offer of a 4,5% salary increment, which was based on a performance rating, demanding that the employer get an improved mandate from its principals. The employer requested that the PSA move down to a single digit offer. Following lengthy engagements parties moved their positions. The PSA moved to 8,5% across the board based on a performance rating.

The employer responded to the PSA by providing a final offer of a 3% salary increment across the board and a further 3% based on performance rating. For example, an employee who scored a 5 in their performance rating gets a 3% plus 3% across the board, which will come to an increment of a 6%. 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 was waiting for the approval from the board on 29 July 2021. On 10 August 2021, the PSA wrote to the employer demanding a bargaining forum meeting within 24hrs, to sign the agreement. Should the employer fail to come to the bargaining forum the PSA will have no option but to declare a dispute with the CCMA.

Members will be informed of developments.

GENERAL MANAGER