

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 or from any PSA Provincial Office)

Salary negotiations

Members will recall that salary negotiations were concluded on 23 August 2021 by signing a single-term agreement. Although the agreement does not closely address the PSA wage demands, it followed the negotiations process. As a mandate-driven union, the PSA received the majority mandate from members to accept the offer.

The agreement provides that employees earning below the salary scales (where there are disparities) will get the salary increase of 3% across-the-board and 3% based on performance rating. Those above the salary scales will only get the increase of 3% across-the-board and 3% lump-sum cash based on performance rating. As reported in the previous *Informus*, the date of implementation was 25 August 2021 and should the employer not succeed with the special run to implement the increase on 25 August 2021, implementation will be on 25 September 2021.

In an urgent meeting on 17 September 2021, the employer reported that it could not implement the special run on 25 August 2021, but a special run will be implemented on 25 September 2021. The additional increment for employees earning below the salary scales will be implemented on 30 September 2021 whereby employees will be adjusted to the correct scales as per the agreement.

The reason for the separate implementation of employees earning below the salary scales is that the salary system cannot implement double total guaranteed package (TGP) at same time. Letters for increments will be issued to employees on 25 September 2021. The PSA demanded that the employer should urgently implement the agreement to alleviate financial economic challenges faced by employees.

Members will be informed of developments.

GENERAL MANAGER