



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

05-04-2022

Request for fresh mandate: Cost-of-living adjustment - 2022/23

As previously reported to members, the process of negotiations for the 2022/23 cost-of-living adjustment and improvement of conditions of service has commenced and some progress has been made. The PSA tabled a demand of 10% across-the-board for salary adjustment and an increase in data allowance, as well as the provision of back-up power-supply systems for employees working from home. The employer's initial offer was a 4% across-the-board salary increase, inclusive of senior managers, and a R50 increase on the data allowance. In respect of the demand for provision of back-up power supply, the employer did not decline the demand and committed to look into the viability of considering this.

As negotiations proceeded, the employer revised its offer to 4.5% across-the-board, inclusive of senior managers, and made no improvement on other demands. An email was sent to members to request an urgent mandate to accept or decline the offer and most members voted in favour of the offer. On 4 April 2022, the employer had not yet sent the draft agreement, as committed in the last round of negotiations. When the draft agreement was sent to parties on 5 April 2022, the employer's offer was revised to a sliding scale.

The employer has withdrawn the 4.5% across-the-board offer and revised it to 4.5% for employees earning up to R1 million, 3% for employees earning over R1 million to R1.5 million, and 2% for employees earning over R1.5 million. The offer on data remains a R50 increase and the viability of back-up power supply will still be looked into.

Members are requested to urgently send a fresh mandate on the revised offer to direct the PSA to either sign the offer or not. Responses should be sent in writing to DMalebane@cipc.co.za by no later than close of business on **6 April 2022**.

GENERAL MANAGER