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FOR PSA MEMBERS: **EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)**

06-10-2022

Feedback: Joint Negotiating Committee (JNC) meeting – 30 September 2022

Members were previously informed that the outstanding salary negotiations for 2021/22 and 2022/23 were to continue on 19 September 2022 where unions would indicate their members' mandates. The offer was a once-off cash payment of R9 450 across the board, including a sliding scale of up to 3%, backdated to 1 April 2022.

The overwhelming majority of PSA members by 16 September 2022 indicated that they accept the offer tabled by the employer. During the meeting on 19 September 2022, the other stakeholder union requested a postponement of the meeting for further explanation of the tabled offer. The JNC met again on 30 September 2022 and during this meeting combined labour accepted the offer by the employer. Based on the draft agreement receiving majority status, the employer made an undertaking that the once-off cash payment will be paid to all qualifying employees on or before pay-day, which is 25 October 2022. The employer furthermore informed labour that all salary-related backdates would be paid on 25 October 2022.

The agreement is recorded as "Collective Agreement No 1/2022", which is *attached* for ease of reference and copies are available at the PSA Provincial Offices in Gqeberha and Mthatha.

Members are encouraged to inform the PSA Labour Relations Officer, Bradley Benson, on 082 880 8981 if any of the above has not been paid by **25 October 2022**.

Members will be informed of developments.

GENERAL MANAGER

COLLECTIVE AGREEMENT No. 1 of 2022

In accordance with the provisions of the Labour Relations Act, 1995 (as amended) a collective agreement i.r.o. salaries was entered into by and between the: -

EASTERN CAPE PARKS AND TOURISM AGENCY

(hereinafter referred to as "ECPTA" or as the "Employer")

and the

NATIONAL EDUCATION, HEALTH, AND ALLIED WORKERS UNION

and

PUBLIC SERVANTS' ASSOCIATION

(hereinafter referred to as "Unions")

1. SCOPE OF AGREEMENT

1.1. The terms of this agreement shall be observed by all the parties to this agreement, the which parties are involved in the business of the Eastern Cape Parks and Tourism Agency (ECPTA).

MB Q.G

J.B. MS YR

1.2. This agreement is applicable to all qualifying ECPTA employees currently employed within the Bargaining unit as determined in the Recognition, Organisational Rights and Procedural Agreement.

2. DEFINITIONS

All expressions used in this agreement, which are defined in the Labour Relations Act, 1995 (as amended), shall bear the same meaning as in the Act and unless the contrary intention appears, words importing the masculine gender shall include the feminine.

3. PERIOD OF OPERATION

This agreement shall come into operation in respect of the parties to the Agreement on 1 April 2022 and shall terminate on 31 March 2023 (1 year).

4. OBJECTIVE

The objective of this agreement is to make provision for the increase in rate of pay for all qualifying ECPTA employees who are within the Bargaining unit.

5. SALARY INCREASE

Bargaining parties have entered a new bargaining cycle as from 1 April 2022 to 31 March 2023.

After conclusion of the bargaining process the parties agree to the following:

A 2.2 % at a minimum of scales for the bargaining unit salary increase for 2022/2023 which translates into the following actual increases-

All qualifying employees falling within the bargaining unit namely A to CL shall receive an annual increase based on a fixed rand amount per annum per salary level calculated on the minimum x 2.2% (Annexure A) as follows:

5.1.1 Salary Level A – 3% = R3489 per annum

5.1.2 Salary Level BL- 2.5%=R 3330 per annum

5.1.3 Salary Level BU- 2.5% = R 4292 per annum

5.1.4 Salary Level CL- 2.2%= R 8662 per annum

5.1.5 Furthermore, in this agreement provision is made for a once off cash allowance

MS 2022
I.S. MS YR

of R9 450.00 which will be paid out to employees in the bargaining unit as well on concluding this agreement.

5.6 The salary increase set out above will be implemented with retrospective effect as from 1 April 2022.


6. DISPUTE ABOUT INTERPRETATION OR APPLICATION OF THIS AGREEMENT

6.1. Any person or party may refer a dispute about the interpretation or application of this collective agreement to the Joint Negotiating Committee.

6.2. The said committee shall investigate the dispute or cause the dispute to be investigated and attempt to resolve the dispute by agreement and, in the event of a dispute not being resolved, refer the dispute to the CCMA for conciliation.

7. ADMINISTRATION

a. The Employer is responsible for the administration of this agreement

SIGNED BY THE PARTIES AT EAST LONDON ON THIS day to 3rd ^{October} ~~September~~ 2022 



CEO: Mr V. Dayimani

(Representing ECPTA - the Employer)



ED: CORPORATE SERVICES - Y. ROBOJU
Witness (Signature and Name/ Surname)

MS EG
B.B. MS



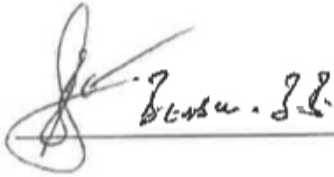


NEHAWU

(Representing NEHAWU)

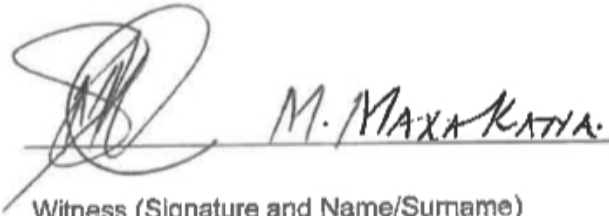


Witness (Signature and Name/Surname)



PSA

(Representing PSA)



Witness (Signature and Name/Surname)

MS B.G.
B.S. MS

AB 29
S.S. MS

