

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

26-07-2022

Feedback: Joint Negotiating Committee (JNC) meeting - 25 July 2022

Salary negotiations

Members were previously informed that the outstanding salary negotiations for 2021/22 and 2022/23 were to start on 17 June 2022. During the meeting labour submitted their demands as follow:

- A general salary increase of 10% with effect from 1 April 2022, and
- A non-pensionable allowance of R1 350 per month from 1 April 2021 (with no end date).

In addition to the above demand, the following items have been registered for negotiations, directly following the conclusion of salary negotiations:

- Medical-aid subsidy of 50% /optional
- Danger Allowance, Night-Shift Allowance, Standby Allowance
- Long-service awards from ten years' service
- Severance package
- Week-end overtime payment (not time off)
- Group Life Policy to be re-visited

The employer undertook to go back to its superiors for a mandate, and to return to the JNC on 25 July 2022 with a proposal following the demand from labour. At the meeting on 25 July 2022, the employer responded with an offer of 1.8% salary increase with effect from 1 April 2022.

In response, the PSA rejected the offer and indicated that owing to price increases for food (8.6%), fuel (45.3%), meat (9.5%), and public transport (18.6%), the offer is not close to the tabled demand. It was further mentioned that the present CPI is standing at 7.4%, confirming a proposed increase of way below inflation. The PSA also indicated disappointment with the fact that the employer completely failed to respond to the demand of an allowance of R1 350, backdated to 1 April 2021. Following the rejection of the offer, the employer undertook to go back to its principals to seek a revised offer based on our submission. The next meeting is scheduled for 5 August 2022. Members will be informed of developments.

GENERAL MANAGER