



# INFORMUS

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FOR PSA MEMBERS: **VANDERKLOOF DAM (WATER USERS ASSOCIATION) – FREE STATE**

22-11-2022

## Feedback: Salary negotiations concluded for 2022/23

The PSA together with the shop steward engaged in salary negotiations with the Water Users Association (WUA) management from 10 March 2022. A consultant was appointed to advise on the feasibility of another salary structure that could fit WUA's employees. The consultant advised that the salary structure that is suitable for the WUA is Peromnes levels (total cost-to-company). After the employer had consulted on new policies, parties resumed with salary negotiations on 25 August 2022.

The PSA demanded an increase of 9% across-the-board (backdated from April 2022), an allowance of R4 000 for employees who do not have medical aid, and that employees be placed in the 50% percentile by the market-related analysis. However, the employer tabled an offer of 6% across-the-board, an allowance of R1 500 for those who do not belong to a medical aid, and a 25% percentile market-related analysis placement.

After long deliberation, parties agreed to go back to their constituents to seek a further mandate and the employer came up with a revised offer. The employer tabled its final offer of a 6.25% increase across-the-board, a R1 624 allowance for those who do not belong to medical aid, and to place employees in the 50<sup>th</sup> percentile as per the market-related analysis. Another meeting was held on 16 November 2022 where parties signed a collective agreement after members had given the mandate to do so. The agreement is available from the PSA's Provincial Office in the Free State.

GENERAL MANAGER