

FOR PSA MEMBERS: **HUMAN SCIENCES RESEARCH COUNCIL (HSRC)**

03-03-2022

## Constant denial of fair compensation and annual salary adjustments

Members will recall that HSRC employees did not receive salary increase for the past three years although they received a once-off payment for the past two years, which was stopped last year. The failure to grant any salary increases was attributed to a 0% grant for the compensation of employees by the Department of Science (DSI) and National Treasury.

The PSA met on 4 February 2022 with the employer where a 15%-salary increase and once-off R20 000 payment were tabled as demands. The demands were informed by the fact that the employees did not receive salary increases for three years. The employer representatives indicated at the time that there were pending meetings of the Board on 10 and 24 February 2022 where the demands would be subjected to a mandate from the principals.

Sadly, employees received news that there would be no salary adjustments for the fourth year in a row, which created agitation amongst employees. Subsequently, the PSA wrote a letter to the Board Chairperson to call for reconsideration of this illogical decision, which does not advance the interests of employees, particularly as employees of other similar entities continue to receive salary increases or once-off payments. HSRC employees have suffered enough at the hands of an uncaring employer who does not appreciate that the cost basic goods and services such as fuel, food, water, and electricity is increasing while salaries have remained unchanged for four years. The PSA's letter was submitted to the Chairperson on 3 March 2022 and a response is awaited.

Members are urged to continue recruiting colleagues for the PSA as failure to meet the threshold creates a problem to negotiate meaningfully to advance the cause of workers. For application forms for new members, inputs, suggestions, and enquiries, contact: [JHViljoen@hsrc.ac.za](mailto:JHViljoen@hsrc.ac.za); [THDlamini@hsrc.ac.za](mailto:THDlamini@hsrc.ac.za) and [LFritz@hsrc.ac.za](mailto:LFritz@hsrc.ac.za).

Members will be informed of developments.

GENERAL MANAGER