

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

07-02-2022

## Feedback: Consultative Forum Meeting - 3 February 2022

Members will recall that the employer failed to offer any salary increase to all categories of employees for the past three years and the PSA thus pushed for once-off payment. The basis for considering the once-off benefit was to mitigate the impact of no salary increase whilst the cost of living was increasing. The declared surplus was used to pay once-off payments until last year when Treasury stopped the practice.

Subsequently, employees did not benefit from a salary increase or once-off payment last year, making it difficult to afford basic needs. The failure to grant salary increases was attributed to the 0% grant for the Compensation of Employees by the Department of Science (DSI) and National Treasury. Instead, the employer was advised to implement 'work-from-home' as most employees are researchers who are in possession of the necessary tools of trade, which according to the DSI, would have mitigated affordability on the side of employees. Working from home could, however, not help employees to afford electricity and other daily necessities. The meeting was convened to table salary demand for 2022/23-financial year. The PSA submitted that failure to get a salary increase for the past three years has left employees worse off and tabled a demand of a 15% salary increase. The employer did not make any offer but noted the PSA demand and advised that it is yet to receive the allocation letter from the DSI. The employer undertook to table the PSA demand at the forthcoming Board meetings, scheduled for 10 and 24 February 2022 and where management will be presenting the third-quarter financial statements. The available surplus will only be established in the said meetings.

Members are urged to assist with the recruitment of members for the PSA to recoup the threshold status that was lost owing to natural attrition and resignations. Members can engage shop stewards with input and suggestions on or before **28 February 2022**. The next Forum meeting will be on 4 March 2022. Inputs, suggestions and clarities can be sent to [JHViljoen@hsrc.ac.za](mailto:JHViljoen@hsrc.ac.za); [THDlamini@hsrc.ac.za](mailto:THDlamini@hsrc.ac.za); [LFritz@hsrc.ac.za](mailto:LFritz@hsrc.ac.za).

Members will be informed of the developments.

GENERAL MANAGER