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

09-03-2022

Referral of dispute to CCMA: Annual salary increments

Members will recall that HRSC employees did not receive a salary increase for the past three years, which is attributed to the 0% grant for compensation of employees by the Department of Science and Innovation (DSI) and Department of National Treasury.

Subsequently, the PSA tabled a demand of 15% and once-off payment of R20 000 on 4 February 2022. The PSA was shocked to learn that whilst the employer feedback was awaited on this demand, employees were notified that there will be no salary increase. The decision prompted the PSA to write a letter to the Board Chairperson to reconsider this absurd decision. The letter was received on 3 March 2022 and responded to by the Chairperson on the same day wherein he indicated that the matter is being addressed at the highest level of the organisation.

Owing to a lack of transparency on behalf of management and adherence to time frames, an urgent meeting was convened by the Branch leadership where members were consulted. The PSA was subsequently mandated to refer the matter to the CCMA and the PSA declared the dispute on 8 March 2022. The plight of employees is at stake and general price increases of basic items such as food, fuel, and electricity, to mention a few, has made it exceedingly difficult for employees to make ends meet.

Members are aware that since the PSA tabled the opening demand, the employer failed to engage on this and indefinitely postponed the scheduled meeting of 4 March 2022, without any explanation. Whilst the PSA remains prepared to engage with the employer regarding the demands, it must be stated that the level of disrespect and arrogance by the employer are unacceptable.

Members will be informed of developments.

GENERAL MANAGER