

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

17-03-2022

## Update: CCMA sets date for conciliation of dispute on annual salary increments – 23 March 2022

Members will recall that the PSA declared the dispute at the CCMA after the employer failed to consider the PSA's salary demands of 15% and once-off R20 000, noting that the employees did not receive salary increase for the past three years. It must be noted that engagement with the Board did not yield any results as it was indicated that the matter is addressed at the highest level of the organisation without explanation of what this means and how long that engagement will take.

Subsequently, the CCMA has set down the matter for conciliation on 23 March 2022. It must be noted that the matter will not be arbitrable as it is a dispute of interest. Should the conciliation process fail to assist parties to reconcile their positions and reach consensus, the conciliator will issue a certificate to indicate that the matter remains unresolved, paving the way for employees to embark on industrial action. Members must note that strike action will be the only remedy if conciliation fails. The PSA, however, reiterates its preparedness to engage with the employer to try and avoid industrial action. The employer is, however, displaying total lack of respect and arrogance, which do not create a conducive environment for engagement.

Members are urged to wear PSA regalia on the day to support the battle for employees' interests, which are totally disregarded by an uncaring employer.

Members will be informed of developments.

GENERAL MANAGER