

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

19-04-2022

Wage negotiations – 15 April 2022

Members will recall that the CCMA afforded the employer an opportunity to consult with principals after the first meeting on 23 March 2022. With the assistance of the Commissioner, parties agreed to meet on 7 April 2022. In the interim, the employer requested an urgent Consultative Forum meeting on 5 April 2022, which was accordingly convened. The following offer was tabled:

With effect from 1 April 2021:

- 4% adjustment for all employees who are earning a cost-to-company (CTC) below R1 million per annum and a 3% increment for staff members earning a CTC of R1 million per annum and above.
- In addition, a once-payment will be granted from surplus as at 31 March 2022 as follows:
 - All employees on the baseline and project funded, earning less than a CTC of R1 million per annum, R1 750 per month for every completed month in service of the previous financial year, and
 - All staff members earning a CTC of R1 million and above per annum, a once off payment of R1 500 per month for every completed month of service in the previous financial year.
- With effect from 1 April 2022, an annual salary adjustment of 4% across-the-board.

The employer's chief negotiator indicated on record that this is the final offer and there is no additional funding available. Furthermore, the employer requested the PSA to indicate whether, in principle, the offer will be considered. The PSA Branch undertook to consult with members on the offer. In the interim, the CCMA Commissioner drafted a Settlement Agreement in anticipation that the dispute will be resolved.

Members are requested to submit mandates to the acting Chairperson: Johan Viljoen at JHViljoen@hsrc.ac.za, Deputy Chairperson: Lee-Ann Fritz at LFritz@hsrc.ac.za, and the Secretary: Thulani Dlamini at THDlamini@hsrc.ac.za **on or before 20 April 2022**. Your mandate should indicate to either accept the offer or reject the offer.

Members will be informed of the outcome and developments.

GENERAL MANAGER