

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

24-03-2022

Update: CCMA conciliation outcome – 23 March 2022

Members would recall that the PSA declared a dispute at the CCMA, after the employer failed to consider the PSA's salary demands of 15% and a once-off payment of R20 000, noting that the employees did not receive salary increases for the past three years. Subsequently, the matter was set down for conciliation on 23 March 2022.

During the conciliation meeting, the employer indicated that the Board was in the process of sourcing a legal opinion that will guide the Board on their authority to accede to wage demands and in doing so, overriding a MTEF Guide to all Schedule 3 Institutions on implementing a 0% wage increase for 2022. Concerns are that such a decision can lead to an adverse audit finding that may negatively affect the future income generating ability and public funding of the organisation. In the interim, the PSA will also investigate how other Schedule 3 Institutions dealt with the same Guide, as it was alleged by the members that some have been receiving salary increases despite the existence of such.

Parties agreed that the employer be offered fourteen (14) days to finalise their internal processes and then meet with labour. The PSA will demand a certificate confirming that the dispute remains unresolved, should the outcome of these processes not be favourable towards the implementation of an annual increase and/or a once-off incentive. Members must note that the issuance of certificate of non-resolution will pave a way for a possible strike as the matter is not arbitrable. A strike will be the only remedy if the conciliation process fails to assist parties to resolve the impasse.

It is unthinkable that employees are expected to go for a third year without an increase an/or once-off incentive to mitigate the ever increasing prices of basic goods and services.

Members will be kept informed of any developments.

GENERAL MANAGER