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FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA (IDC)**

11-07-2022

Update: IDC salary negotiations for 2022/23

Members were previously informed that negotiations between the PSA and IDC have commenced with a demand of CPI plus 4.5% cost-of-living adjustment for the 2022/23-financial year and a once-off financial relief equivalent to four months' salary. Management's initial offer was a 5.2%-salary increase to employees who have achieved a performance rating of 3 and above. Management did not make any offer on the demand of four months' financial relief. The initial offer was improved to 5.5% whilst the PSA revised its demand to 8% across-the-board increase.

Owing to management's zero offer on the financial relief, parties reached a deadlock and intervention was sought from the chairperson of the Bargaining Forum to assist parties to resolve the deadlock. It is sad to report that the intervention failed and the dispute is being escalated to the CCMA. At the CCMA, the matter will be set for conciliation, which will be convened within 30 days. A Conciliator will attempt to assist parties to resolve the dispute, failing which, a certificate of non-resolution will be issued after picketing rules have been concluded and signed.

Once a certificate is issued by the CCMA, the PSA will issue management with a notice to embark on industrial action. The action will commence on a date agreed to with members and continue until such time that management accedes to the PSA's demands. Currently the PSA has not accepted the 5.5% offer from management and completely rejects the concept of a performance-based increase. Furthermore, members have voted and over 90% of those who participated in the voting process indicated their willingness to strike for the four months' financial relief. As a result, should the management not agree to an across-the-board salary increase as well as a higher percentage than the one offered, the salary increase demand will also form part of the dispute and strike action.

Members will be informed of developments.

GENERAL MANAGER