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

26-08-2022

What is happening at IDC?

Gearing up for strike at IDC

Members have been updated on developments regarding salary negotiations with IDC management. On 23 August 2022, a special Bargaining Forum meeting was held where the PSA formally rejected management's offer of 5.8% for P and M bands, with a sliding-scale offer for A and S bands. The PSA reiterated its demand of a minimum increase of 7.7% across-the-board with 8.2% for employees on the A and S bands in the 25th percentile and 9.3% for those in the minimum income range. Additional to the salary increase, the PSA's second demand is financial relief equivalent to four months' salary. IDC management has not made any offer on the PSA's second demand. As a result of both party's unwillingness to move any further from their respective positions, a deadlock has been reached on both demands and the dispute resolution process is being pursued.

A conciliation session is scheduled for 29 August 2022 at the CCMA. Should the dispute remain unresolved, the CCMA will issue a certificate of non-resolution. An overwhelming majority of members indicated their willingness to strike to achieve what is being demanded. The PSA urges members to remain united in this course and not be intimidated by any tactic that might be applied by management to discourage the strike.

Review: Talent Acquisition Policy

The IDC management submitted the Talent Acquisition Policy to the PSA for consultation with an intention to review it. This policy regulates the talent acquisition process of both external and internal candidates to fill vacant positions. It is intended to ensure fairness, consistency, and transparency in the talent-acquisition process. It is applicable to all employees and external candidates, with the exclusion of members of the executive and the Chief Executive Officer, whose appointments involve the IDC Board. The policy outlines the talent-acquisition process from the advertisement of positions, screening, and shortlisting, as well as interview and assessment processes. It further provides guidelines on background verifications that would be conducted during a recruitment process.

Members are urged to consider the amendments to the policy and provide the PSA with inputs on or before **29 August 2022** at joseph.mashigo@psa.co.za. Members will be updated on developments.

GENERAL MANAGER