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SERVICE EXCELLENCE

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

26-05-2022

Update: Salary negotiations for 2022/23

Salary negotiations between the PSA and the IDC have officially commenced. The PSA submitted a demand of a 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. In substantiating the demands, the PSA indicated that the proposed increase will assist employees to keep up with the rising cost of living. It will further boost staff morale, considering the fact that they have been going over and above the call of duty during the pandemic. It was further submitted that the financial relief will be of great assistance to members in these difficult economic times and serve as a consolation for the non-payment of bonuses in the past four years. Management requested to be given time to consider the PSA's motivation for the demands and return with an offer.

On the matter of December leave, engagements between the PSA and IDC management are continuing. Management has offered to implement several changes to the leave policy, which will result in improved leave benefits for employees. However, the demand made by the PSA to grant special leave to all IDC employees during the December closure remains unresolved. In as far as December leave is concerned, the proposed improvement made by management is that annual leave will no longer be deducted from employees who have not yet accumulated service leave to cover for the office closure. Those who have started accumulating leave but have not yet accumulated a total of four days will be treated on a *pro-rata* basis. However, annual leave will be deducted from statutory leave provision for all employees who have accumulated service leave. The PSA will arrange a members' meeting to consult on management's leave offer and provide a response to management after such consultation.

GENERAL MANAGER