

FOR PSA MEMBERS: **LOCAL GOVERNMENT SECTOR EDUCATION TRAINING AUTHORITY
(LGSETA)**

20-09-2022

Update: Salary negotiations - 2022/23

Members were previously informed that the PSA and the LGSETA signed the recognition agreement on 30 August 2022, which paved the way for salary negotiations for the current financial year. The salary increase will be backdated to 1 April 2022 as and when parties reach an agreement. Negotiations took place on 5, 15 and 16 September 2022. At the beginning of negotiations, labour demanded a salary increase of 10% across-the-board whilst the employer was offering a 2%-salary increase.

By 16 September, labour had revised its demand to a 7.5%-salary increase whilst the employer had revised its offer to a 4.2%-salary increase. The PSA motivated that employees cannot be expected to accept a salary increase less than the projected consumer price index (CPI) of 6.5%, which will leave employees worst off financially. The employer, on the other hand, has indicated that it is financially constrained and cannot afford a salary increase of 7.5% as demanded by labour.

The employer acceded to labour's demand to amend the bursary policy to be more inclusive and beneficial to employees. Parties agreed to deal with the amendment of the bursary policy in a task team to be convened later this year. The employer also agreed to amend its flexi-hours policy to allow employees to go to work 30 minutes earlier than normal time and for those employees to knock off 30 minutes earlier than normal knock-off time.

The facilitator of the negotiations indicated that he would engage both parties (employer and labour) separately regarding the salary increase and thereafter re-convene a meeting for continuation of salary negotiations. Members will be informed of developments.

GENERAL MANAGER