

Feedback: Joint Bargaining Forum (JBF)

A Joint Bargaining Forum was held on 25 May 2022 and the following matter was discussed:

Wage negotiations: 2022/23-financial year

Members were informed that the employer offered an increase of 1.5%. Labour requested further details on this offer and how it will affect each employee. The breakdown would either allow labour to consider the offer or commence with the mandating process. The employer provided the following breakdown on how the 1.5%-salary increase will affect each employee's salary package. An increase of 1.5% will be implemented w.e.f. 1 April 2022. Below are the salary samples:

Employee X

	Current	New	Difference
Basic Salary	16,233.42	16,476.92	243.50
Housing Allowance	1,400.00	1,421.00	21.00
Total Gross	17,633.42	17,897.92	264.50

Employee Y

	Current	New	Difference
Basic Salary	26,987.37	27,392.18	404.81
Non-pensionable	4,678.58	4,748.94	70.18
Total Gross	31,665.95	32,140.94	474.99

The employer reported that it received the allocated budget of R1 million to cover wage increment for the current cycle, representing the overall amount available to fund a 1.5% increase. It further reported that the 1.5%-increase is on the employee total cost-to-company, which includes Annual Package, Housing, Retirement, and 13th Cheque. Labour noted the breakdown report but rejected the offer in that the employer's offer is not reasonable and will not be sustainable owing to the current economic situation. Labour requested the employer to go back and find other alternative sources to fund a wage increment. The employer committed to report back in the next round of negotiations. The next meeting is scheduled for 1 June 2022.

Members will be informed of developments.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER