

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

02-12- 2022

## Public Service wage negotiations: Nation-wide strike/protest update

Members are aware that parties reached a deadlock in salary negotiation, which led to the PSA serving notice to embark on industrial strike effectively from 3 November 2022, whilst not having commenced with full-blown strike action yet. Subsequently, the employer unilaterally implemented a 3% increase, backdated from April 2022 and a cash gratuity, with the intention to discontinue the gratuity from 1 April 2023.

The 3% increase remains rejected as the PSA did not receive a contrary mandate. The discontinuation of the gratuity is legally challengeable as the collective agreement entered into in 2021 provides that the gratuity will continue until a new agreement is concluded. In the absence of new agreement, clause 3.3 thus remains in force. The PSA is consulting its legal representatives to ensure that the employer does not unilaterally terminate the gratuity after 31 March 2023, as this is against the 2021 resolution.

The memorandum given to the employer by the PSA on 10 November 2022 did not yield any positive response as the employer reiterated the unaffordability of the 10% demanded by labour. Three federations also collectively submitted memorandums of demand on 22 November 2022 and the response is still awaited. The PSA, in the interim, received an interdict to prevent essential-service workers from picketing at all Gauteng hospitals, which will be challenged.

The following is the PSA action plan going forward:

1. There will be no tabling of 2023/24 demands until the 2022/23 impasse is finally resolved. The call by the employer to commence with the negotiations for the next financial year is thus rejected.
2. Institutional and district meetings will be convened as part of reporting back and mobilising members to ensure meticulous planning of actions to have maximum impact.
3. Protest action on 9 December 2022 in Cape Town as the seat of parliament as custodian of draconian policies that are against the working class and collective bargaining.
4. Intermittent planned protest actions at all major government events until the employer provides an improved offer.
5. Refusal of any overtime work to force the employer to fill vacancies.
6. Workers must only work according to their job descriptions and stop additional responsibilities that are undertaken without any form of remuneration.

7. Plans and consultations are in process to stage a protest at the ruling party's upcoming congress in December 2022 in view of the attack on collective bargaining by certain Ministers.

Provincial leaderships are thus urged to ensure that the defiance action continues in all provinces until the employer tables an improved offer. Phase 2 will be announced at the appropriate time and will include radical actions as the employer continues to disrespect workers. Members are urged to be in contact with their respective PSA Provincial Offices on dates and places to participate in the protest action. Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER