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

03-08-2022

Feedback: Wage dispute - Conciliation process

In the Council meeting of 7 July 2022, the employer tabled a final offer of 2% with a revised sliding scale whereby salary level 1 to 4 will receive 3%; level 5 to 8 will receive 2.10%; and level 9 to 12 will receive 1.50%.

The employer stated that the 2% will be with effect from the date of signing the agreement and no longer w.e.f. 1 April 2022, as earlier indicated. The employer further stated that anything above 2% will not be affordable.

The PSA declared on record that a deadlock was reached on 7 July 2022 and that the offer is rejected. The PSA subsequently declared a dispute on 8 July 2022 and conciliation took place on 3 August 2022. As expected, the employer once again as a delaying tactic raised a point *in limine* that the dispute is premature and that the Council lacks jurisdiction. The employer requested until 10 August 2022 to submit in writing its arguments on the jurisdictional point. The PSA will reply, in writing, on 15 August 2022.

The Commissioner's ruling on the jurisdictional point is expected on 19 August 2022. The PSA is confident that the Commissioner will rule in the favour of the PSA and expose the employer's delaying tactics. Members will be informed of developments.

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

GENERAL MANAGER