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

04-10-2022

Feedback: Special Council Meeting – 3 October 2022

UPDATE - Wage Negotiations for 2022/23-financial year

Members will recall that the PSA declared a dispute when the employer made a final offer of 2%. This prompted the employer to improve the offer to a three (3%) pensionable salary adjustment and continuation of the cash gratuity payable until 31 March 2023. The PSA requested a mandate from members to either accept or reject the offer. The majority of members that did provide a mandate rejected the offer.

A PSCBC meeting was convened on 3 October 2022 where the majority of unions indicated to the employer that the offer has been rejected. The employer relying on the provisions of the PSCBC Constitution indicated that the offer (draft resolution) falls away as the 21 days to accept the offer by the majority of unions has lapsed. The PSA proposed to the employer to re-open negotiations as we felt that the most contentious issue was the termination of the cash gratuity w.e.f. 31 March 2023. The PSA is of the view that the cash gratuity must either continue or be incorporated into the basic salary as a pensionable amount. The withdrawal of the cash gratuity will leave members "out of pocket". Unfortunately, the employer was not amenable to this proposal.

Other unions opted to declare a dispute after it became clear that the employer is not prepared to engage any further or table anything contrary to what is already on the table. Members would recall that the PSA has been issued with the Non-Resolution Certificate which paves the way to embark on strike action.

In order for organised labour to remain united the PSA will in the interim engage with other unions to find a solution especially around the issue of the cash gratuity. It must be noted that once all possible avenues have been exhausted the PSA will have no option but to embark on industrial action.

Members will be updated of the developments as they unfold.

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