

Feedback: Special Council meeting – 4 May 2022

Wage negotiations: 2022/23-financial year

The PSA, with other unions (except one union that was not ready owing to internal mandating processes), tabled a consolidated wage demand in a special Council meeting on 4 May 2022 after both parties presented their economic outlooks. Parties agreed on a negotiation process, including the schedule, with the aim to conclude negotiations by the end of June 2022.

Labour tabled its demands as follows:

- Written confirmation from Treasury to confirm compliance with Public Service Regulations section 78 and 79 in order to avoid the saga of 2018.
- Single-term agreement for 2022/23, as the employer has shown that it cannot be trusted with a multi-term agreement.
- 10%-salary increase across-the-board. The increase must be on the baseline. It must be noted that the costs of electricity, food, fuel, and public transport are driving expenditure beyond the CPI.
- R2 500 increase for housing allowance.
- Review of PSCBC Resolution 7/2015 to allow employees who resign or are dismissed to receive their accumulated savings on housing.
- Alignment of pay progression across all sectors to be implemented annually and beyond the last notch.
- Bursary scheme for children of government employees to address the challenge of the missing middle class
- Permanent employment of Community Health Workers, Teachers Assistants, and Reservists.
- 12% of basic salary to be offered during disasters such as COVID-19.
- Abolishment of salary level 1 to 3 as these employees are struggling to afford basic necessities owing to the escalating cost of living.
- Encashment of capped leave whilst in employment.
- Access to pension fund to alleviate financial hardship.
- Conclusion of a resolution on the recruitment and selection processes. In some sectors, there is no resolution to involve labour in the recruitment process, such as the ELRC in terms of Resolution 1/2008, hence the need to conclude the agreement. Subsequently, there is fertile ground for maladministration and corruption owing to unfettered power.

- Medical aid to increase by 2.6% over and above the Medical Price Index.

The employer noted the demands and requested an opportunity to consult with the principals and will respond in the next meeting, scheduled for 19 May 2022. It was further indicated that a special meeting will be arranged, if necessary, to expedite the process.

Members will be updated on developments.

GENERAL MANAGER