



INFORMUS

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SERVICE EXCELLENCE

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

07-09-2022

REMINDER: Public Service wage negotiations – *URGENT mandate required*

Members will recall that the PSA declared a dispute when the employer announced its final offer of a 2%-salary increase for public servants. The PSA was left with no option but to ballot the Union's members to obtain a mandate to either strike or not.

In the interim, the PSA and other unions agreed to a facilitation process to break the deadlock in salary negotiations. The facilitation commenced on 26 August 2022 and sessions were held throughout the weekend. The facilitation process was concluded on 30 August 2022 and was followed by a special Council meeting, where the employer tabled a revised salary offer to break the deadlock.

Members can obtain a copy of the draft agreement from PSA Provincial Offices. Members should take note of the following **important aspects** in terms of the draft agreement:

1. Employees on salary level 1 to 12 will receive a pensionable salary increase of 3% w.e.f. 1 April 2022.
2. The non-pensionable cash allowance will continue to be paid to all employees until 31 March 2023. **The employer will stop paying the non-pensionable cash allowance on 31 March 2023.**
3. Pay progression will continue to be paid as per the respective sectoral agreements regulating pay progression.
4. Parties agree to expedite the implementation of the Government Employee Housing Scheme (GEHS) with April 2023 being the envisaged date for implementation of the approved institutional model.

The threat of a looming strike by PSA members and the possibility of other unions joining the strike action has forced the employer to improve the offer from 2% to 3% w.e.f. 1 April 2022. In view of the new offer, the PSA is bound to seek a fresh mandate from members to either accept or reject the improved offer.

URGENT MANDATE REQUIRED BY 12 SEPTEMBER 2022!

In view of the above, the PSA is undertaking an electronic mandating process to seek members' mandate on whether to accept or reject the new salary offer. **It is thus extremely important that each member participates in the mandating process to provide the PSA with a clear mandate.**

The electronic ballot closes on Monday, 12 September at 16:00. Members are required to cast their vote by using the following link: <https://bit.ly/3CENq3g>

As the system will be experiencing a high volume of traffic, members are requested to remain patient during this process. Members who are unable to vote via the electronic ballot are requested to contact their PSA Provincial Office for assistance.

Members will be informed of the outcome of the mandating process and updated on 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