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SERVICE EXCELLENCE

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

23-08-2022

REMINDER: Deadlock in Public Service wage negotiations: ***URGENT mandate required***

Members are aware that the employer announced its final offer of a 2%-salary increase for all public servants, which was rejected by the PSA and other unions. It was also reported that the PSA has already declared a dispute regarding the wage negotiations and that the matter is at conciliation stage. At the conciliation process, the employer raised a point *in limine*. The Commissioner will rule on this matter on 19 August 2022.

On 12 August 2022, the employer categorically indicated that any funds for an increase on the 2% offer will have to be generated from cost-cutting measures that it has proposed. The cost-cutting measures were totally rejected by the PSA and other unions. Unions, however, in the interim requested time to consult with their principals on the final offer. A follow-up meeting was held on 18 August 2022, whereby the employer once again reiterated that it will only consider an improvement on the 2% offer if the cost-saving measures are agreed to. The majority of unions rejected this proposal and subsequently declared a deadlock in negotiations.

Once the conciliation process is finalised, a certificate will have to be issued to indicate that the wage dispute remains unresolved. This will leave the PSA with no option but to embark on industrial action. The *Labour Relations Act* is clear in this regard in that before embarking on industrial action, the union will have to ballot its members via a secret balloting process.

PSA ballot

In view of the above, the PSA is undertaking an electronic balloting process to seek members' mandate on whether to proceed with industrial action or not. Failure to obtain a clear mandate will leave members at the mercy of the employer and may result in having to accept the paltry 2% increase.

It is thus extremely important that each member participates in this balloting process. The electronic ballot commenced from 09:00 on 19 August and closes at 16:00 on 26 August 2022. Members are required to cast their vote by using the following link: bit.ly/3A7MEJ5

*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 ballot.

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