

Update: 2022/23-salary increase mandating process underway

Members will recall that the PSA declared a dispute when the employer tabled an offer of a 2%-salary increase. As a result of the dispute, the employer increased its offer as follows:

- 3% pensionable salary increase w.e.f. 1 April 2022
- Continuation of the cash gratuity until 31 March 2023
- Pay progression in terms of the applicable sectoral agreements

In terms of the constitution of the PSCBC, once the employer presents a formal offer, the offer will lapse within 21 days if the majority of unions does not accept the offer. If the majority of unions does not sign the agreement, the offer is no longer on the table and parties must go back to the negotiation process.

The PSA will either accept or reject the current offer once a full mandate has been given by members. In this regard, the chairpersons of the various structures are currently busy with the mandating process. The present status of the mandating process indicates that members are not satisfied with the current offer mainly owing to the fact that the cash gratuity will not continue after 31 March 2023 or be incorporated into the baseline salary.

Members must be made aware that the employer has indicated that this is the final offer and members must be prepared to embark on industrial action should they not be satisfied with the current offer. It must be noted that the PSA is aware that members are frustrated by the delay in finalizing the agreement, considering the rising costs in basic commodities, transport, and fuel. The PSA, however, urges members to be patient whilst the mandating process is being finalized.

Members who have not yet provided their mandates to their respective structures/chairpersons are advised to ensure they provide mandates for the process to be finalized urgently. Members will be 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