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

07-07-2022

## Feedback: Special Council Meeting – 7 July 2022

### Wage Negotiations 2022/23-Financial Year

Members will recall that Special Council Meetings were convened on 23 and 24 June 2022 respectively where the employer revised their offer to 2% across the board or on the sliding scale with the continuation of the cash gratuity. The sliding scale proposed a 3% increase for those employees on lower levels and 1,25% for those on higher levels.

In the interim, Labour lowered their demand from 8% to 6.5% plus continuation of the cash gratuity. The PSA considered the latest the offer from the employer as unacceptable to even present to our members. It must be noted that public office bearers received a 3% salary increase backdated to April 2021 and that Eskom employees received a 7% salary increase. The PSA is not prepared to consider anything less than 3% on the baseline increase whilst there is an increase in prices for fuel, food, electricity, and public transport which is far from the paltry 2% that is offered by the employer. The employer cannot only plead poverty when it comes to public servants and become charitable when it comes to other state entities or office bearers as they get money from the same pot.

In the meeting of 7 July, the employer tabled final offer of 2% with revised sliding scale whereby salary level 1 – 4 will get 3%; 5 – 8 will get 2.10% and 9 – 12 will get 1.50%. The employer stated that 2% will be with effect from the date of signing the agreement and no longer w.e.f. 1 April 2022, as earlier indicated. The employer further stated that anything above 2% will not be affordable. The employer indicated that the only way they could consider something above 2% is to look at the Cost of Employees (COE) budget, which the PSA cannot even consider as it will negatively affect the head counts of the employees which are already compromised. The government is experiencing chronic staff shortage which is not only affecting the service delivery of public service institutions but the health and wellbeing of government employees who are overworked to cover the areas of colleagues who left without being replaced.

After the employer tabled the final offer, the PSA declared a deadlock and subsequently reserved its rights in terms of the provision of the dispute resolution mechanism as provided within the Constitution of the PSCBC. Members will be updated of the developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER