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FOR PSA MEMBERS: **SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)**

16-11-2022

What is happening at SALGA?

Establishment of SALGA bargaining forum

Members were previously informed about the process embarked upon by the PSA with SALGA management to establish a SALGA bargaining forum. Currently, the Recognition Agreement between the PSA and SALGA provides for a consultative forum, which was established in 2019, and is used mainly as a platform for consultation and not bargaining. As a result, the PSA has demanded over the past few years that SALGA needs to have its own bargaining forum where matters of mutual interest, such as remuneration and benefits, can be negotiated. Although the PSA has been tabling demands for salary increases each year, such engagements have been taking place outside a bargaining structure and therefore, not properly coordinated.

The employer reported that approval was granted by the National Executive Committee that SALGA may proceed with the establishment of the bargaining forum. A constitution for the forum will be drafted, negotiated, and signed by the PSA and SALGA management, after which, an independent chairperson will be appointed to chair the bargaining forum. Once the forum has been established, SALGA will no longer decide on issues of mutual interest unilaterally. Such matters will be agreed upon through a consultative or bargaining process. This would give PSA members a voice in the organisation where they will be able to make inputs on organisational matters, policies, remuneration, and benefits. Once the administrative processes are finalised and the bargaining forum is launched, members will be informed.

Possible relocation of Gauteng Office

The employer indicated an intention to relocate staff from the current Gauteng Office in Johannesburg to an alternative office or the SALGA National Office. An inspection *in-loco* was conducted in March 2021 and several engagements with affected staff members were held from May 2021. In June 2021, the matter was presented to the Provincial Executive Committee (PEC) and a Gauteng Accommodation Committee was established to consider various options. The one option that is being considered is moving to a satellite office, which would result in reduced staffing, reduced space and rental, and having desks for staff to use whenever in the office. The other option is to move the office to the Menlyn Office, which according to the employer, would make business sense and the space for accommodating all employees would be enough with no rental costs. The PEC had directed that office space that would be accessible to all employees should be sourced and the views of employees be taken into consideration when deciding on the matter. The employer further conducted a travel-cost assessment for each employee.

Members are requested to provide inputs and raise any concerns they may be having about this process to the PSA by sending an email to joseph.mashigo@psa.co.za. This would assist the PSA to represent their interests when engaging the employer on this matter before final approval is granted by the NEC.

Members will be updated on developments.

GENERAL MANAGER