

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

20-07-2022

Update: Management and Union Consultative Forum (MUCF)

Cost-of-living adjustments: 2022/23-financial year

Members were previously informed that the PSA submitted a demand of an across-the-board salary increase of 7% for the 2022/23-financial year. This increase was demanded for all employees on salary levels 3 to 8 and to be backdated to 1 April 2022.

Engagements were held with the employer and the PSA advanced its rationale for the 7% whilst management made its presentation on factors it is required to consider in granting a salary increase. Amongst the reasons submitted was a benchmark of increases awarded by other sectors for the same period. Subsequent to the engagements and management's mandating process, the National Executive Committee (NEC) has approved the following increases:

- The salary adjustment will be for non-managerial staff (level 4 – 8);
- 5.2%-salary adjustment for employees who have met performance expectations (3 – 3.9);
- 5.4%-salary adjustment for employees who have exceeded performance expectations (4 – 4.5);
- 5.7%-salary adjustment for employees with outstanding performance outcomes (4.6 – 5); and
- employees who have scored less than 3 (1 – 2.9) will receive a base award of 4.7% without reducing a percentage as per normal practice.

The PSA is of the view that the offered salary increases are reasonable under the current economic circumstances and will assist members to mitigate the high cost of living.

GENERAL MANAGER