



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

28-03-2023

Salary negotiations CIPC: 2023/24

URGENT MANDATE required on 6% offer by CIPC

The PSA consulted members on salary demands to be tabled to the employer for the 2023/24-financial year. As directed by members, the PSA tabled a demand of a 12%-salary increase across-the-board, provision of laptops for all CIPC employees who require a laptop instead of a desktop, and the provision of alternative power supply.

The employer's opening offer for the cost-of-living adjustment was 3% across-the-board, which the PSA rejected. As negotiations proceeded, the PSA revised its demand a few times until placing a final demand of an 8%-salary increase and the employer placed a final offer of 6%.

With regards to other demands, the employer responded positively by indicating that it is busy procuring UPS power systems for employees to assist them to mitigate the challenge of loadshedding and power failures when working from home. Therefore, the PSA's demand in this regard will be met. On the demand for the provision of laptops, the employer indicated that laptops will be provided to employees based on business needs, irrespective of the rank or level of an employee. As a result, the PSA is of the view that discussions on these two demands may be deemed as concluded as the employer has conceded to meet these.

Members, however, need to provide an **URGENT MANDATE** to the PSA to accept or reject the offer of a 6% salary increase. As members are aware, there are two recognised unions at the CIPC. The other union has indicated acceptance of the 6% offer. The PSA will, however, be directed by the mandate of members to sign or not sign the agreement. **Members are requested to urgently send their mandates on the 6% salary increase offer in writing** to HDelpport@cipc.co.za by no later than **close of business on 29 March 2023**.

GENERAL MANAGER