

Feedback: Joint Negotiating Committee (JNC) meeting – 1 June 2023

The JNC met on 5 May 2023 where the joint labour tabled demands to the employer as follows:

- Medical-aid assistance
- 12% across-the-board increase
- 13th Cheque
- Housing allowance (to reflect on pay slip)
- Danger allowance (all reserves to be covered)
- Accommodation (provide standard accommodation)
- Security (improved security measures)
- Public holidays/Sundays (employees to be paid according to the *BCEA*)

Members will recall that the employer requested that the other seven agenda items be shelved until the cost-of-living adjustment (COLA) negotiations were concluded in the broader public service. Joint labour agreed to the employer's suggestion but asked the employer to indicate an envisaged date to finalise negotiations. Parties agreed to finalise these negotiations on or before 31 May 2023.

The employer improved its offer from 5% to 7.5% and further alluded that employees received 2%-pay progression in April 2023. This would lead to members receiving a 9.5% increase for 2023/24. The employer further explained that the cash allowance will fall away as soon as the wage agreement is signed. Though the employer indicated that this is the final offer, joint labour requested the employer to revert to its principals and request the employer to improve its offer. It also reminded the employer that pay progression is from a different resolution and was already due to members. Parties agreed that the employer will engage its principals for an improved offer.

The new offer will ensure the following changes in members' salaries:

- A – Band R9 994 increase per annum = R832.83 monthly
- BL – Band R14 606 increase per annum = R1 217.16 monthly
- BU – Band R19 219 increase per annum = R1 601.58 monthly
- CL – Band R26 906 increase per annum = R2 242.16 monthly

The next meeting is scheduled for 7 June 2023, where it is expected that the employer will table a final offer. After the new offer that is expected, members will be engaged to indicate through the mandate process on whether to accept or reject the offer from the employer.

Members will be informed of developments.

GENERAL MANAGER