

FOR PSA MEMBERS: **EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)**

09-10-2023

Feedback: Joint Negotiating Committee meeting – 5 October 2023

The Joint Negotiating Committee (JNC) sat on 5 October 2023. Members will remember that when salary negotiations commenced, labour had a list of demands. An agreement was reached wherein parties will concentrate on the annual increase and address other substantive matters separately from salary negotiations. Labour then requested that the Committee should commence with the agenda items on these substantive matters. The Items are as follows:

- Medical aid (no member should be compelled to belong to one specific medical aid)
- 13th cheque (bonus)
- Housing Allowance (to reflect on pay slip as separate allowance)
- Danger Allowance (all reserves to be covered for operational staff)
- Accommodation (Standard accommodation to be provided to all staff on reserve premises)
- Security for personnel (Improved security measures required)
- Public Holidays/Sundays (employees to be paid according to the *BCEA*)

A new item was introduced and deliberated on regarding “Performance Bonus”. Apparently, bonuses were paid out to employees, but this was not done according to the policy. Members received a lesser amount than the agreed 50% of their salary. The employer admitted that this was indeed the truth, and further alluded that the Board only approved R6.7 million for bonuses. This created the current situation wherein members were paid less. Labour expressed disappointment at the employer and the frustration the Board is causing. Members are requested to approach the PSA with any complains about received bonuses.

The employer noted all the registered and motivated agenda items and informed the Committee that it will engage its principals and revert to labour during the next meeting.

Labour requested that the JNC should sit quarterly and iron out issues speedily instead of matters being delayed unnecessarily. The employer agreed and indicated that a year plan will be drafted for all meetings.

The next JNC meeting is schedule for 4 November 2023. Members are urged to submit inputs to Pumela.nyarashe@psa.co.za for negotiation.

Reuben Maleka
GENERAL MANAGER