



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED (IDC)**

13-06-2023

Feedback: IDC salary negotiation meeting – 12 June 2023

As reported to PSA members in the general meeting, the PSA engaged IDC management in salary negotiations on 12 June 2023. A demand for a 12% across-the-board increase was made by the PSA on a two-year, multi-term agreement with an increase of CPI plus 4% in the second year. The PSA further demanded a grant assistance for all employees to install alternative energy systems. It was also demanded that engagements on the December-leave demand be finalised.

IDC management tabled an offer of an average of 5% on a sliding scale, which would amount to 6% for S band, 5.9% for A band, 5.6% for P band, and 5.2% for M band. A multi-term agreement of three years was proposed by management with a salary increase of CPI for the following two years on condition that the CPI is between 3% to 6%. Management further indicated that it did not have a mandate on the demand for an alternative energy system grant. On the demand for December leave, management refused to accede to the demand and, as a result, parties have deadlocked on the issue.

To take negotiations forward, the PSA revised its demand and submitted an average of 8.5% for the financial year 2023/24, CPI plus 2% for 2024/25, and CPI plus 2% for 2025/26, with a cap of 5.5% to 7.5% on CPI. The revised demand was met by an offer of an average of 6%, which would amount to 7% for S band, 6.9% for A band, 6.2% for P band, and 5.65% for M band, as well as a salary increase of CPI plus 0.5% for year two and CPI for year three with a range of 3% to 6% for CPI.

The PSA will send out a poll for members to vote on what should be done with the issue of the December leave, considering that the deadlock has been reached. Negotiations are set to continue on 27 June 2023 and a further update will be provided to members at that stage.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER