

FOR PSA MEMBERS: **LOCAL GOVERNMENT SECTOR EDUCATION TRAINING AUTHORITY
(LGSETA)**

10-10-2023

Update: Salary negotiations for 2023/2024

Members were previously informed that the PSA and LGSETA were engaging in salary negotiations for the 2023/2024 financial year. The PSA tabled the following demands:

- 10% salary increase across the board (single term)
- Implementation of PMDS Policy and
- Remote working for 1 day in a week

The motivation for the demand for a 10% salary increase was the general high cost of living, the implementation of PMDS will permit employees who meet their normal targets to get a 1% notch increase and a bonus for those employees who exceed their targets. Remote working for 1 day a week was going to save employees money on fuel or public transport.

In response to the demands by PSA, the employer offered a salary increase of 3.5% in line with the approved levy increase from municipalities. Regarding the PMDS, the employer agreed to implement the PMDS policy in its entirety. The employer did not accede to the demand for employees to work remotely for day 1 in a week indicating that they do not have a system to monitor the performance of employees working remotely and that LGSETA is currently not meeting its performance targets.

After robust negotiations, the employer tabled its final offer of a 5,5% salary increase for 2023/2024 and a 6% salary increase for the 2024/2025 financial year. The employer indicated that they are willing to enter negotiations in April 2024 regarding the 1 day working remotely provided the organisation meets its annual performance target of 80%.

The PSA took the employer's final offers to members for a mandate. The majority of the members accepted the employer's offer. The salary increases for 2023/24 will be backdated to April 2023 and will be paid on 16 October 2023. The agreed increase of 5,5% will reflect on employees' salaries from 25 October 2023 onwards. The PMDS Policy will also be implemented this financial year in line with the policy.

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.

Reuben Maleka
GENERAL MANAGER