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SERVICE EXCELLENCE

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

23-05-2023

## Feedback: Meeting on composition of Bargaining Unit - 19 May 2023

Members will recall that salary negotiations for 2023/24 collapsed as parties did not agree on how to approach or deal with the impasse. The employer wanted the composition of the bargaining unit to be dealt with before salary negotiations whilst labour wanted salary negotiations to be dealt with as a matter of priority and the composition of the bargaining unit at a later stage.

The employer subsequently issued letters of termination of the recognition agreements to labour (PSA and Nehawu). The employer relied on clauses 28.4.3 and 28.4.4 of the recognition agreement, which provides that either party can terminate the agreement in the event that there is failure to reach a settlement. The fact that labour and the employer were not in agreement in terms of dealing with the two matters on the table caused the employer to issue the termination letters. The PSA engaged the employer through correspondence, but this matter remained unresolved. The PSA sought a mandate from members whether to challenge the notice of termination or to agree to negotiate on the composition of the bargaining unit. The majority of members voted in favour of negotiating for the composition of the bargaining unit.

The PSA and the employer met on 19 May 2023 to engage on this matter. The employer proposed the removal of managers on task levels 15 to 17 from the bargaining unit, citing conflict of interest as some managers on that level represent the employer in the bargaining forum and they are charged with the responsibility of managing performance of the organisation. The PSA presented a counter-proposal that only employees on task level 17 should be removed and that labour should be granted observer status in the remuneration committee (Remco). The employer rejected the counter-proposal that only employees on task level 17 should be removed but indicated its willingness to grant labour observer status in Remco.

The PSA revised its counter-proposal and indicated that employees on task level 16 and 17 be removed from the bargaining unit. The employer indicated that it would take the PSA's counter proposal of removing employees on task level 16 and 17 from the bargaining unit and being granted observer status at Remco to its principals and revert back to the PSA by 23 May 2023.

The employer agreed to keep the notice of termination of the recognition agreement in abeyance until this matter is resolved or finalised. Parties committed to start salary negotiations in earnest as soon as this matter is concluded. Members will be informed of developments.

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

GENERAL MANAGER