

FOR PSA MEMBERS: **NATIONAL LIBRARY OF SOUTH AFRICA (NLSA)**

07-02-2023

Feedback: Commission for Conciliation, Mediation and Arbitration (CCMA) – 3 February 2023

Wage negotiations dispute

Members will recall that labour declared a dispute at the CCMA on 12 December 2022. The matter was conciliated on 3 January 2023. During the proceedings the employer indicated that a submission was made to the Department of Arts and Culture, requesting more funds through the Board. The outcome from the Department was expected by 20 January 2023.

Parties then agreed to extend the conciliation until 3 February 2023 to give the employer time to receive the outcome from the Department. During proceedings on 3 February 2023, the employer reported that it received the outcome from Department, but the Department indicated that there are no funds available, except the allocated 1.5%-salary increase. The employer further reported that there was a meeting with the Board and the Board resolved to give a R1 300 cash allowance from April 2022 to March 2023.

Labour noted the report and requested the Commissioner for the extension of time to allow labour to seek mandates. An extension of two hours was granted and the PSA arranged an urgent visual meeting with its constituencies. Most members accepted the offer and consequently the matter was settled. The settlement agreement entails:

- 1.5% increase across-the-board (to be paid with February salary), backdated from April 2022.
- R1 300 cash allowance (to be paid before 24 February 2023), backdated from April 2022.

The PSA, in terms of its internal process, will conduct its mandating procedure that will inform the decision to either sign the settlement agreement or not. Members will be informed of the decision once the process is concluded.

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 a PSA Provincial Offices.

GENERAL MANAGER