

Feedback: Special Bargaining Forum meeting - 22 June 2023

Error: Implementation of salary adjustment of 7.5% for 2023/24 cycle

The employer requested a special Bargaining Forum after identifying an error in the implementation of the salary adjustment of 7.5% for the 2023/24 cycle that was processed as of 1 April 2023. The error has resulted in some underpayment and overpayment of salaries for employees on salary levels 4 to 12. The degree of the impact varies from minor to moderate, based on salary level, as indicated below.

Salary level	Number of affected employees	Impact	Average amount per month	Average amount over two months (April and May 2023)
4	8	Underpayment	R593.75	R1 187.50
5	2	Underpayment	R471.25	R942.50
6	2	Underpayment	R478.88	R957.76
7	2	Underpayment	R409.75	R819.50
8	17	Underpayment	R162.12	R324.24
9	1	Overpayment	R149.25	R298.50
10	13	Overpayment	R386.00	R772.00
11	6	Overpayment	R1281.88	R2 563.76
12	2	Overpayment	R2050.50	R4 101.00
Total	53			

The employer further indicated that corrections on the underpayment and overpayment over the two months will be implemented in the June 2023 payroll. Employees who have been underpaid will be paid the difference on their monthly salaries backdated to April 2023. The employees who have been overpaid will be contacted directly to enter a proposed settlement plan for the repayment by 31 March 2024.

The PSA questioned the employer whether affected employees were informed of this error and when exactly the employer became aware of the error. The employer responded that the Human Resource Section is currently preparing letters to all affected employees and anticipates delivering these by the end of business on 23 June 2023. It further responded that the error was realised during monthly payroll processes.

Members will be informed of developments.

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