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SERVICE EXCELLENCE

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

15-03-2023

Update: Public Service salary negotiations

Feedback from special PSCBC meeting - 14 March 2023

Negotiations continue and the employer has moved from its initial offer of 4.7% (sliding scale) to an average 7%-pensionable salary increase. In addition, the employer is proposing a multi-term agreement with the following proposed salary increase:

2023/24: Average 7%-pensionable salary increase

2024/25: Projected CPI plus 0.5%

2025/26: Projected CPI

- In the event that the projected CPI percentage for the relevant period is less than 4.5%, the projected CPI for the relevant period will be deemed to be 4.5%
- In the event that the projected CPI for the relevant period is above 6.5%, the projected CPI will be deemed to be 6.5%.
- If the projected CPI for the relevant periods is between 4.5% and 6.5%, the projected CPI will be deemed to be that particular CPI figure between 4.5% and 6.5%

The 7% offer in the first year and subsequent years is a pensionable salary increase, which will entail that members' pension contribution also increases on a yearly basis towards retirement. It must once again be stressed that the current cash gratuity will end on 31 March 2023 and the PSA is working hard to ensure that members receive a decent salary increase and are not "out-of-pocket" come April 2023.

Negotiations are continuing with the PSA and some other unions that make up the majority of unions currently participating in the negotiation process. The PSA will not be side-tracked and believes that a speedy conclusion of wage negotiations will be in the interest of members who will feel the effects of the termination of the cash gratuity from 1 April 2023. The PSA will continue to demand a better offer than the current proposed 7%, including a two-year salary agreement as opposed to a three-year agreement.

Salary negotiations are continuing and 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