

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

17-02-2023

Public Service wage negotiations update

A special Council meeting was held today, 17 February 2023, where the employer tabled a draft salary offer for the 2023/24-financial year. The essence of the proposed offer is as follows:

- Multi-term agreement of three years
 - Year 1: 4.7% sliding scale
 - Year 2: Projected CPI
 - Year 3: Projected CPI
- The current cash gratuity that is received by employees to be converted into a pensionable salary increase (cash gratuity equates to an average of 4.2% plus 0.5% = 4.7% as indicated above)
- Projected CPI capping of 6.5%

It is important to note that the PSA and other unions that are participating in the process have not tabled their demands. The employer has, however, presented its offer (as above). In view thereof, labour has requested the General Secretary of Council to develop a timeframe in which the formal demands by labour will be presented as well as to discuss the offer presented by the employer. It is further important to note that not all unions participated in the process.

In 2022, the PSA was extremely disappointed with the unilateral offer of 3% and embarked on industrial action to show discontent. Only PSA members participated in protracted mass industrial action with little support from other unions. This led to the strike action to have little or no effect to attack the employer at the right time, which was in November and December 2022. It would now be unfair to call PSA members on a strike called by other unions that did not take part when it was appropriate to have collective action that would have placed pressure on the employer at the time. In addition, a serious concern to the PSA is that the cash gratuity/allowance will stop on 31 March 2023. In this regard, the PSA decided not to embark on any further industrial action but to concentrate on expediting wage negotiations for the 2023/24-financial year so that members are not out-of-pocket, come 1 April 2023.

A copy of the draft salary proposal by the employer is *attached* for members' perusal, noting that this is only a proposal by the employer and the employer's offer and demands to be submitted by the PSA and other unions are still to be negotiated. Members will be updated on 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