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

18-03-2023

## Feedback: PSCBC Special Council meeting – 17 March 2023

### Employer's wage offer: 2023/24-financial year

At a previous Special Bargaining Council meeting on **17 February 2023**, the employer tabled the following **draft salary offer** for the 2023/24-financial year:

- A three-year agreement.
- Year 1: 4.7%-salary increase (this is made up the cash gratuity currently being received (4.2%) plus 0.5% = 4.7%).
- Year 2: Salary increase will be projected CPI.
- Year 3: Salary increase will be projected CPI.

**In Year 1, the cash gratuity will be converted into a pensionable salary increase. In Year 2 and 3, if the projected CPI is higher than 6.5%, the salary increase will be 6.5%. If the projected CPI is lower than 4.5%, the salary increase will be 4.5%.**

Following the employer's **draft offer**, the PSA and other unions had numerous engagements. The PSA demanded that the employer seriously considers improving its offer, considering the events of last year and the paltry 3% unilaterally implemented salary increase last year. More importantly, that employees will be without the cash allowance after 31 March 2023.

### **EMPLOYER'S IMPROVED, LATEST OFFER!**

- The draft offer is now for a **two-year agreement** as opposed to a three-year agreement.
- For the 2023/24-financial year, the employer has improved its offer to an all-inclusive **7.5% pensionable salary increase**.
- For the 2024/25-financial year, the increase will be the projected CPI.
- The current draft agreement thus provides for a two-term agreement, which includes salary increases for the 2024/25 period (projected CPI). The details are contained in the *attached* draft agreement.
- The agreement also has a surety compliance clause to avoid any renegeing or non-implementation of the outer year to the agreement.

The new offer will ensure that members can expect an improvement in their pensionable income, thereby contributing to an increase in their pension savings. In addition, members who qualify for 1.5% pay progression added to the offered 7.5% increase, can benefit an overall 9% increase (7.5% plus 1.5%).

### **Cash gratuity ends on 31 March 2023**

The current cash gratuity comes to an end on 31 March 2023. To ensure that members are not financially worse off come 1 April 2023, the PSA wants to conclude the wage negotiation process as soon as possible and thereafter attend to other important issues such as the provision of a Housing Scheme that will ensure public servants can acquire and own houses.

### **URGENT MANDATE REQUIRED!**

As usual, the PSA will only agree to any offer once it has consulted members for a mandate. The PSA urges all structure chairpersons and shop stewards in all workplaces to urgently consult with members to obtain a mandate to either accept or reject the offer.

***Members must take note that the only recourse available is industrial action to exert any sort of pressure on the employer. Simply rejecting an offer without embarking on industrial action or without joining others who do embark on industrial action is meaningless.***

**Members will shortly be requested to provide the PSA with a mandate to ACCEPT or REJECT the 7.5% cost-of-living adjustment. Details of the electronic mandating process will be issued to members on Monday, 20 March 2023. The electronic mandating process will close on 24 March 2023 at midnight.**

**Manual votes must be coordinated through shop stewards and consolidated by Branch and Committee Chairpersons to be submitted to PSA Provincial Managers by close of business on 24 March 2023.**

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