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

20-03-2023

Urgent mandate required: Employer's improved offer for 2023/24-financial year

The PSA continued with vigorous negotiations in the PSCBC last week and the employer has presented its final offer. The details of the offer are as follows:

- 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 (If the projected CPI is less than 4.5%, the projected CPI for the period will be deemed to be 4.5%. If the projected CPI is above 6.5%, the projected CPI will be deemed to be 6.5%).
- The agreement has 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 ends on 31 March 2023. To ensure that members are not financially worse off from 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 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.

Mandating/voting process

Members are requested to provide the PSA with a mandate to ACCEPT or REJECT the 7.5% cost-of-living adjustment.

- The **ELECTRONIC MANDATING** process starts on Monday, 20 March 2023 at 10:00 and closes on 24 March 2023 at midnight. **CLICK ON THE FOLLOWING LINK (bit.ly/3n1xX7A) TO SUBMIT YOUR VOTE (YES to ACCEPT the offer / NO to REJECT the offer).**
- **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), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER