



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

22-03-2023

## **Urgent mandate required:** Explanatory note average 7,5% wage offer

The PSA is inundated with calls on what the average of 7,5 % increase entails.

The crux of the increase is based on the equation of the cash gratuity into a percentage on a sliding scale which is as follows:

**Table: Cost-of-Living Adjustment, 2023**

Level	Total Additional Unit Cost (Rands p.m.p.p.)	Total Increase in COE expenditure (%)
1	R 1 569	14,8%
2	R 1 602	13,8%
3	R 1 703	11,6%
4	R 1 742	11,0%
5	R 1 953	8,8%
6	R 2 165	8,7%
7	R 2 365	7,7%
8	R 2 687	7,1%
9	R 2 966	6,4%
10	R 3 570	6,1%
11	R 3 711	5,9%
12	R 5 028	5,0%
<b>Total</b>		<b>7,5%</b>

The effect therefore of the sliding scale as depicted above explains the average distribution on the different salary levels.

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 the 1.5% pay progression added to the offered 7.5% increase, can benefit an overall 9% increase (7.5% plus 1.5%).

### **URGENT MANDATE REQUIRED!**

As usual, the PSA will only agree to an 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.***

### **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 will close on 24 March 2023 at midnight. **PLEASE CLICK ON THE FOLLOWING LINK ([bit.ly/3n1xX7A](https://bit.ly/3n1xX7A)) TO CAST YOUR VOTE YES TO ACCEPT the offer OR 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](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