

## Feedback: PSCBC Special Council Meeting – 23 February 2023

### Wage Negotiations for the 2023/2024 Financial-Year

Members are aware that a Special Council meeting was held on 17 February 2023 where the employer tabled a draft salary offer for the 2023/24 financial-year as follows:

- Multi-term agreement for three years with Year 1 – 4.7% sliding scale, Year 2 & 3 – Projected CPI with 6.5% capping.
- Conversion of current cash gratuity into a pensionable salary increase (cash gratuity equates to an average of 4.2% plus 0.5% = 4.7% as indicated above)

Labour requested an opportunity to consider the employer's offer. Subsequently, labour requested a special meeting which was held on 23 February 2023. The minority unions which did not attend the meeting on 17 February 2023 raised a preliminary issue as they were not provided with the documents that were shared during the same meeting. Although the majority unions were ready to table their demands, the minority unions decided to disrupt the meeting and try to prevent other unions from proceeding with the meeting. The majority of unions succeeded to table their demands although under hostile circumstances.

Labour tabled a demand of 10% across all levels and demanded a single term agreement

- Labour further demanded that the housing allowance be increased to R 2500 and then continue to increase based on CPI.
- That the savings option in the housing scheme be made a voluntary option.
- Employees be paid out their savings from the scheme upon resignation from public service.
- The Public Investment Corporation (PIC) create a housing investment portfolio that will directly invest in the scheme, on condition that it yields a return on investments.

The employer noted the demands and will consider them and subsequently inform Council when they are ready to table a response.

The demands are *attached* for ease of reference.

Members will be updated on the developments.

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