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

30-01-2023

Update: Public Service wage negotiations

Wage negotiations

Members are aware that the employer unilaterally implemented a 3%-salary adjustment, despite labour rejecting the offer. The PSA with other unions declared a dispute and embarked on industrial action across the country. The threat of the “no-work, no-pay” principle and members already struggling financially made it difficult to sustain industrial action. The lack of unity amongst unions also contributed to not mounting serious pressure on the employer to accede to demands. It is on this basis that the PSA believes that participating in further strike action will not be beneficial to members as it will leave them worse off financially. It will be irresponsible for the PSA to expose members to further financial distress amidst ever-increasing interest rates and cost-of-living. This prompted the PSA to seriously reconsider its position on how to proceed with the current dispute as far as 2022/23-salary negotiations are concerned.

The PSA's main concern with the unilateral implementation is that the cash allowance will be terminated on 31 March 2023. This will leave members with reduced income come April 2023. The salary agreement *PSCBC resolution 1/2021* made provision for the cash gratuity to continue until a new agreement is concluded. No new agreement was concluded last year as the employer unilaterally implemented the 2022/23 salary offer. Unilateral implementation does not constitute a collective agreement and the PSA is of the view that discontinuation of the cash gratuity without collective agreement is legally challengeable.

Wage negotiation 2023/24: Request for wage-demand inputs

Noting that wage negotiations for 2022/23 did not yield the desired outcome and were not properly concluded, the PSA is considering commencing with the process to request and consolidate demands from members for upcoming salary negotiations before approaching other unions in the PSCBC. The PSA is aware that there are other pending issues emanating from the previous round of negotiations and will endeavour to address these in the upcoming negotiations. Issues such as the continuation of the cash gratuity are a priority and will be considered in this year's negotiations.

Members are invited to submit their demands for consolidation. Section 29(3) of the PSA Statute which indicates that Branches must identify matters of mutual interest for negotiation in the relevant bargaining forums. Members must send their demands to Velucia Maluleke at velucia.maluleke@psa.co.za by 10 February 2023.

Members will be informed of developments.

GENERAL MANAGER