

What's happening at Sol Plaatje University (SPU)?

Commencement of wage negotiations 2023

The PSA acquired the requisite membership number at SPU to participate in bargaining processes. The PSA tabled the following demands to the employer, including the cost-of-living adjustment for 2023:

- Cost-of-living salary increase of 10% across-the-board
- Payment of unused leave
- Overtime pay and pay for weekend work
- Borrowing from the pension fund
- Advance payment in event of distress for workers
- Additional R1 000 for all employees monthly (cost-of-living crisis allowance)
- Housing allowance for every employee at R5 000 per month
- Internal SPU employees to be preferred for all posts advertised up to post level P5
- Uniform for security personnel

The meeting resolved to defer the following matters to the task team that deals with operational matters:

- Payment of unused leave
- Overtime pay and pay for weekend work
- Uniform for security personnel
- Internal SPU employees to be preferred for all posts advertised up to post level P5

Borrowing from pension fund

It was agreed that once access to pension funds is promulgated into law, the SPU will also implement this for employees at the institution.

R5 000 per month housing allowance

The employer committed to consult on the matter and revert to the PSA at the next meeting.

Advance payment in event of distress for workers

The employer indicated that some of these issues will be included in the bereavement policy, but a further investigation needs to be done for natural disasters.

Salary increase percentage

The employer mentioned that it is not able to afford a double-digit increase at this stage. It also indicated that it can only afford an increase of between 3 and 5%. It was indicated to the employer that the PSA is a mandate-driven organisation and will approach members on an updated mandate when required.

The next round of negotiations is scheduled to continue 26 February 2023 whereafter members will be informed of further developments.

GENERAL MANAGER