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FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

02-09-2024

What is happening at CIPC?

The following issues were discussed at the recent meeting:

Review: Bargaining Forum Constitution

The employer has proposed a review of the Bargaining Forum Constitution to update and align it with current legislation and circumstances. Members are encouraged to read the draft review and submit their inputs to the PSA. One of the significant changes in the proposed amendments concerns the definition of the "bargaining unit." Currently, the Constitution defines the "bargaining unit" as "all employees up to the equivalent of level 12." However, this definition has presented challenges over the years, as the CIPC does not use Public Service salary scales but the Peromnes system, which has higher gradings than Public Service levels. This has led to some employees being excluded from the bargaining unit despite qualifying for inclusion. The proposed amendment redefines the bargaining unit based on the Peromnes scales. Additionally, the employer has amended the process for appointing or electing the chairperson of the Forum, extending the chairperson's term from two years to five years. The employer has also removed the clause concerning the determination of vote weights for trade unions in the Forum, a clause that has not been followed as originally intended. Members' inputs should be sent to joseph.mashigo@psa.co.za on or before **10 September 2024**.

Incorrect implementation: Cost-of-living (COLA) Agreement - 2024/25

The PSA has become aware that the employer has incorrectly applied the signed COLA agreement for the 2024/25-financial year. The agreement stipulated a 7.5%-salary increase for employees on salary levels 6 to 8, 6% for levels 9 to 10, 4.5% for levels 11 to 12, and 4% for those earning above R1 million. However, the employer incorrectly calculated these percentages for some employees when converting the agreed levels to the Peromnes system. The PSA has raised this issue with the employer, but the employer has not acknowledged the mistake. As a result, parties have agreed to hold a special Bargaining Forum meeting on 19 September 2024. If no consensus is reached, the PSA will explore remedies available in line with the *LRA* to take the matter forward.

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.

Reuben Maleka
GENERAL MANAGER