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FOR PSA MEMBERS: **LIMPOPO GAMBLING BOARD (LGB)**

16-04-2024

Feedback: LGB Bargaining Forum meeting – 10 April 2024

Wage negotiations: 2024/25-financial year

Members are aware that the PSA tabled opening demands for a 13%-salary increase, of which the percentage was scaled down to 8% during the previous engagements. The demands included the increase of cellphone, danger, and housing allowances by the average CPI for 12 months or actual CPI plus 1%; finalisation of the car allowance policy by the end of February 2024, and pensions contribution to be increased by 2.5%. The employer's negotiators indicated at the time that they would only be able to get a mandate from the Board that would meet during March 2024. The PSA condemned this as it showed that the employer had no interest to finalise negotiations. It was arrogant of the employer to come to salary negotiation meetings empty handed as it was aware that it was the time for negotiations and could have ensured that the mandate was sought earlier. Similarly, it was clear that the Board does not prioritise or care about the wellbeing of employees.

Sadly, during the meeting on 10 April 2024, the employer indicated that it was offering a salary increase according to the CPI and when asked what the CPI was, it could not answer. Since the PSA attended the meeting prepared, The PSA informed the employer that the latest CPI by the end of April 2024 might be approximately 5.9%, which could not be confirmed until the end of April 2024. Upon further engagements, it was indicated that the Board suggested a salary increase of 5.5%. The employer representatives requested to be allowed time to consult with their principals and will revert to the PSA. The employer could not provide answers to other demands, except the indication that it is still busy with a process of benchmarking on the issue of the car allowance policy. After realising that the negotiators are not certain about their position, the PSA approached the HOD who indicated that he is yet to receive a formal report regarding the negotiations but assured the PSA that an urgent meeting will be convened. The PSA will push for this matter to be addressed urgently. Should the employer fail to prioritise this matter, the PSA will consider available remedies within legal parameters, including declaring a dispute that can result in industrial action.

Members will be updated on developments.

Employees who wish to join the PSA can contact Lawrence Muvhango at Lawrence.muvhango@psa.co.za / 082 880 8995, Paulina Moloto at Paulina.moloto@psa.co.za / 082 880 8957 or contact the PSA Provincial Office on (015) 295 0500.

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