

FOR PSA MEMBERS: LIMPOPO GAMBLING BOARD (LGB)

19-01-2024

Feedback: LGB Bargaining Forum meeting – 18 January 2024

Wage negotiations 2024/25-financial year

Members are aware that the PSA tabled demands on 28 August 2023 where the employer undertook to respond upon conclusion of internal processes. The PSA sent a follow-up letter to the employer on 25 October 2023, proposing a meeting to be held on any date from 6 to 10 November 2023. Again, the meeting could not take place as the employer's representatives were either not available or did not have a mandate. The PSA continued pushing until the meeting was scheduled for 17 January 2024.

Members will recall that the PSA tabled opening demands as follows: Salary increase of 13%; Pension contributions increase of 2.5%; all allowances (cellphone, danger, and housing) to increase by average of CPI inflation for the past 12 months or actual inflation plus 1%; and car allowance policy to be finalised by the end of December 2023.

Subsequently, the employer responded that the salary demand of 13% is unaffordable and tabled an opening offer of 5.5%, which was rejected by the PSA. The employer indicated that it did not have a mandate to engage on other issues, which was disappointing noting that the demands were tabled as far back as 28 August 2023. After much deliberation, the PSA revised its demand of cost-of-living-adjustment to 8% and directed the negotiators to get a refreshed mandate. The employer undertook to finalise the car allowance policy by end February 2024.

The PSA sharply raised concerns about the attitude of the employer pertaining to salary negotiations. It is unacceptable that the employer could only come to the table after four months without a mandate on almost all tabled demands. The employer is unnecessarily provoking workers and is warned to take the negotiation process seriously or face the wrath of the Union. Members will be informed of developments.

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

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