



FOR PSA MEMBERS: **EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)**

29-01-2025

Feedback: ECPTA Joint Negotiating Committee meeting

The PSA participated in the ECPTA Joint Negotiating Committee (JNC) meeting on 27 January 2025. Below is a summary of the key issues discussed and demands made by labour during the engagement with the employer:

Annual salary increase

Labour tabled a demand for a 10% across-the-board annual salary increase, effective from 1 April 2025. This demand is based on the rising costs of electricity, fuel, and other living expenses, which necessitate a cost-of-living adjustment (COLA).

Initiation leave

Labour proposed that the employer grants employees seven days of initiation leave annually. This provision would prevent employees from using their annual or vacation leave for traditional ceremonies.

Medical-aid options

Labour requested the employer to allow employees the freedom to choose their medical-aid provider. The current arrangement with *Discovery* medical aid has proven problematic in some rural areas where the scheme is not widely accepted. Labour insisted that any alternative options should receive equal employer subsidies.

Interview participation

Labour reminded the employer to ensure that labour representatives are always invited to participate in interviews.

Financial reporting

The employer committed to providing labour with its annual financial report. This will enable informed negotiations based on the employer's financial standing.

Communication

The employer requested that negotiations be conducted in a professional and respectful manner. In turn, labour emphasised the importance of timely communication, particularly in critical situations such as salary delays. Labour highlighted the incident on 23 January 2025, when the employer informed labour

after 18:00 that salaries would not be paid the following day. Labour urged the employer to notify employees promptly in such situations.

Employer's response

The employer committed to consulting with its principals to obtain a mandate on the matters raised and will provide feedback to labour in due course.

Call-to-action for members

PSA members are encouraged to submit agenda items for future discussions to the following email addresses:

- pumela.nyarashe@psa.co.za
- bradley.benson@psa.co.za

Members will be updated on developments. Your continued support and input are invaluable as the PSA strives to protect and promote your rights and interests.

Reuben Maleka
GENERAL MANAGER