

MEDIA RELEASE **Constitutional Court to hear matter on public servants' wages on 24 August 2021**

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The Public Servants Association (PSA), which represents more than 235 000 public servants, is confident that the Constitutional Court will apply its mind carefully when hearing the public servants 2020 wage dispute on 24 August 2021 owing to the magnitude of the matter and the potential impact on collective bargaining.

Public Service Coordinating Bargaining Council (PSCBC) Resolution 1/2018 made provision for a three-year agreement on salary adjustments and improvements to conditions of service for public servants in the 2018/19-, 2019/20- and 2020/21-financial years. Clause 3.3 of the Resolution deals with the salary adjustments, percentages, and projected CPI for the 2020/21-financial year. The Department of Public Service and Administration is bound by the agreement for the for the full period, as incorporated in PSCBC Resolution 1/2018.

In terms of clause 3.3 of the Resolution, it was agreed that with effect from 1 April 2020, and until 31 March 2021, salary adjustments for employees on will be projected CPI +1.0% (level 1 to 7), projected CPI + 0.5% (level 8 to 10) and projected CPI (level 11 to 12). During discussions with the Department, it was indicated to unions, including the PSA, that government does not intend to implement the adjustments and would be renegeing on the agreed adjustments for the 2020/21-financial year as it does not have the funds to honour the agreement.

The PSA then instructed its lawyers to proceed with legal action and the matter was subsequently enrolled at the Labour Appeal Court, which unfortunately ruled against the PSA. The PSA filed an appeal application to the Constitutional Court, which was granted. The matter will be heard on 24 August 2021 and the PSA has confidence that justice will prevail.

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