

Negotiations: Cost-of-living adjustment 2021/22

The PSA submitted demands to the employer as mandated by members. The following demands were tabled:

- An across-the-board salary increase of 8%.
- Increase of parking allowance to R250 per month.
- Disaster leave of five days per annum.
- Encashment of capped leave whilst in service.
- Increase of service leave encashment days.
- Provision of child-care and breast-feeding facilities at all CIPC offices.
- Bursary for children of CIPC employees.
- Mentoring programme for career advancement.

The employer's response to the PSA's demands was that the employer is waiting direction from the DTIC Ministry on the matter and will take cue from what is occurring at DTIC Entities and the Public Service negotiations. This response comes as a shock to the PSA as the CIPC has always stood independently from the Central Bargaining Forum of DTIC Entities as well as Public Service negotiations. The PSA is of the view that the processes in these other forums have nothing to do with the CIPC and that negotiations at the CIPC Bargaining Forum should take place as in the past years.

The PSA intends to engage the employer on its response and challenge its reasoning. It will be very unfortunate and greatly unfair for CIPC employees to be made to sacrifice their cost-of-living adjustment in these difficult economic times. The COVID-19 pandemic has not only affected entities but has ravaged individuals and their families. The Public Service dispute and salary negotiations have no link to CIPC employees and even if the Public Service's looming strike can go ahead, it will not include CIPC employees. The PSA will do everything in its power to ensure that its members are not denied what is due to them. Members will be kept informed.

GENERAL MANAGER