

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

11-06-2021

Update: ECPTA Joint Negotiating Committee Meeting (JNC) - 10 June 2021

A JNC Meeting was held on 10 June 2021, to discuss the salary increment for the 2021/22 financial year. All employees of ECPTA were supposed to have received their annual salary increments with effect from 1 April 2021. The PSA has been requesting a meeting with the employer on several occasions, including 6 April 2021 and 17 May 2021, to start with salary negotiations. The ECPTA confirmed to the PSA that a meeting with the Board of Directors will be held first on 21 May 2021 as it needed to be mandated by the Board on the percentage increase. Thereafter a JNC meeting was to be held on 10 June 2021.

During this meeting labour made a salary increase demand of 9 % with effect from 1 April 2021. The employer responded by making a submission of a document from National Treasury that is a Guide on Wage Negotiations. This document is indicative of cost-of-living adjustments (COLA) to all spheres of Government based on the budget. In summary, COLA for the following financial years is indicated as follows: 2020/21 = 0% increase, 2021/22 = 0% increase, and 2022/23 = 0% increase. The employer indicated that while the rest of the Public Service received a 0% increase last year, employees of ECPTA received a 5.7% salary increase with the management of ECPTA also receiving a 0% increase.

In addition to the submission indicated above, the employer also indicated that all employees were given a 2% pay progression salary increase with effect from 1 April 2021. The pay progression was a new, added allowance, that was added to the Remuneration Policy with effect from 1 April 2021. The following new allowances were also added to the Remuneration Policy: Standby allowance, Scarce skills allowance, and Danger allowance.

The employer then proposed a 0% salary increase for the 2021/22-financial year. Labour outright rejected the proposed 0% salary increase from the employer. The employer undertook to go back to its principals in view of getting an improved percentage increase, which hopefully will be able to convince unions to consider.

Members will be kept informed.

GENERAL MANAGER