

Mandate required: Please vote

Implementation of remuneration framework

Members were kept updated of the PSA's battle with the employer to ensure that the finalisation and implementation of the new remuneration framework is achieved. This matter was discussed at the Departmental Bargaining Chamber under the heading of "Remuneration Benchmark". Several industrial actions were sparked by employees at the GPW Bosman Street office and management made commitments to finalise the process and implement a remuneration framework that would result in the upgrade of most positions. *Rebone Marapo* and *Deloitte* were respectively appointed as service providers to assist with the benchmark of positions in GPW against similar positions in the market. Both reports were favourable to employees and hopes were raised as the employer assured employees that the outcomes of the reports were going to be implemented and what was outstanding was the formality of drafting a business case and getting it approved by the Minister of Home Affairs and Minister of Public Service and Administration respectively.

The PSA declared a dispute when the employer dragged its feet to finalise the process. On the second session of conciliation, the employer reported that the business case was not approved and there would be no implementation. A certificate of non-resolution of the dispute was issued by the Council (GPSSBC). The certificate may be used by the PSA to mobilise its members and embark on a protected strike against the employer's decision on the matter. It is for this purpose that the PSA will open a balloting process that will require members to provide a mandate to the PSA by voting through the electronic voting process. The voting process will open from 21 September 2021 to 27 September 2021. The purpose of the voting process is to assess members' willingness to participate in strike action. Members are urged to be honest in selecting a vote and not mislead the PSA by selecting the option that supports the course they will not participate in. Once the results have been counted, this will be communicated to members and depending on the outcome, further steps will be announced.

Further developments will be communicated.

GENERAL MANAGER