

Outcome of voting process

Implementation of remuneration framework

As members are aware, the PSA declared a dispute against the employer over the matter of non-implementation of a new remuneration framework. Conciliation meetings were convened, and parties reached a deadlock. The PSA conducted a mandating process with its members through a voting poll. The process was to determine members' willingness to embark on industrial action on the matter. An overwhelming majority of members participated in the voting process and voted in favour of strike action. The PSA, as a mandate driven Union, will take the process forward and engage all prescribed requirements for a legally protected strike action.

The PSA will be engaging the employer on picketing rules as required by the *Labour Relations Act* and should the employer refuse to cooperate in the engagement, the PSA will request the General Public Service Sectoral Bargaining Council (GPSSBC) to issue the rules to the parties. Once the process of concluding picketing rules is finalised and after approval by the PSA General Manager, a meeting with members will be convened to inform members on when and how the strike will take place.

Further developments will be communicated.

GENERAL MANAGER