

Update: Public Service wage negotiations 2021/22- financial year

It has come to the PSA's attention that the employer tabled a revised offer on 1 July 2021 to unions that are still participating in the facilitation process. The PSA, as a result of declaring a dispute, was not invited to be part of the process and was thus also not presented with the revised offer.

The PSA has balloted its members and is busy with the Picketing Rules process, which will take place on 5 July 2021. The members who participated in the ballot process overwhelmingly gave their support for strike action. The picketing process must be completed before the PSA can embark on any industrial action. It came as no surprise to the PSA that a revised offer was tabled at facilitation. This offer must be tabled at a fully constituted Bargaining Council meeting for parties to either agree or reject the revised offer. Once this is done, the PSA will be in a better position to provide clarity on the so-called revised offer. It is regrettable that the employer has delayed this process for so long, thereby frustrating public servants. The PSA has not received any notice of a special PSCBC meeting to present the revised offer and will await such notice.

Despite the PSA having declared a dispute, the revised offer will be presented to members for consideration once officially received. It must be pointed out that the so-called revised offer is still far fetched to the demands made by all unions as the once-off gratuity is non-pensionable and on a sliding scale as follows:

SALARY LEVEL	RAND VALUE	PERCENTAGE INCREASE	COLA EQUIVALENT
1	R1 220	11.7%	CPI + 7.5%
2	R1 220	10%	CPI + 5.8%
3	R1 220	8.5%	CPI + 4.3%
4	R1 220	7.5%	CPI + 3.3%
5	R1 220	6.6%	CPI + 2.4%
6	R1 352	6.3%	CPI + 2.1%
7	R1 352	5.4%	CPI + 1.2%
8	R1 450	5.1%	CPI + 0.9%
9	R1 450	4.5%	CPI + 0.3%
10	R1 640	4.2%	CPI + 0%
11	R1 640	3.8%	CPI + -0.4%
12	R1 695	3.1%	CPI + -1.1%

In addition, the employer has not moved from the initial offer of 1.5% pay progression payable to all employees. **The employer has indicated that this is its final offer.**

The PSA will updated members on progress once the PSCBC meeting has taken place.

GENERAL MANAGER