

FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL
(PSCBC)

16-04-2021

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

The PSA tabled its wage demands on 1 March 2021 with a view to conclude a collective agreement, which will ensure that public servants receive a wage increase for the 2021/22-financial year.

Clause 8 of the PSCBC's Constitution sets out the procedure to be followed on matters of mutual interest. It is important to ensure that this procedure is followed meticulously at this stage, thereby ensuring that there are no technicalities that will be raised later when parties reach a deadlock on the matter. It is the PSA's intention to ensure a legally sound process, but also to follow the quickest route possible to finalise negotiations, bearing in mind that members should have received their salary increases w.e.f. 1 April.

Negotiations resumed on 15 April 2021 where the employer responded to labour's demands. The response was utterly disappointing and an insult to labour as it only responded positively to some of the non-financial issues. The offer for the cost-of-living adjustment for the 2021/22-financial year was a 0% increase. The rest of the substantive demands were also rejected.

Labour, in turn, rejected the counteroffer by the employer, which entailed a downward variation of current benefits. Labour subsequently demanded that the employer should go back and revise its mandate before unions invoke the Dispute Resolution Procedure of Council. The meeting for this purpose is set for 23 April 2021 for the employer to respond with a revised offer.

Members should be aware that this process may eventually result in industrial action and the PSA is calling on the continued support of members in this process and the processes to be follow. Members will be updated on developments.

GENERAL MANAGER