

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

24-04-2021

UPDATE: Public Service wage negotiations – Labour rejects employer’s “offer”

Members are aware that the PSA and other unions tabled wage demands on 1 March 2021 with a view to conclude a Collective Agreement in ensuring that public servants receive a wage increase this year.

The PSCBC Constitution makes provision for how matters of mutual interest are negotiated. These provisions need to be followed meticulously to avoid any delays in the event that a dispute is declared.

As reported previously, parties agreed to a timeframe to engage on the demands as tabled by labour. A Council meeting was scheduled for 23 April 2021 for the employer to respond to labour’s demands. It is unfortunate that the employer has made no effort to finalise the wage negotiation process and has rather made every attempt to frustrate the process. The employer’s conduct is tantamount to delaying tactics, which have seriously impacted on the manner in which this year’s wage negotiations commenced.

Public servants has now not received a salary increase for two years and the rising costs of fuel, transport and food are having serious repercussions for public servants like all other citizens who are feeling the effects of the ailing economy. Despite this, public servants continue to serve the nation during the COVID-19 pandemic whilst continuously being criticised as being inefficient.

The employer throughout the meeting reiterated that there is no money and the fiscal framework is under pressure. The employer tabled a “revised” offer, which the PSA does not regard as a revised but merely a offer tabled in a different manner, which ultimately reduces current benefits employees are entitled to. The employer proposed to take money allocated for pay progression, leave encashment, special daily allowance and resettlement cost to fund a cost-of-living adjustment. The modality on how this works must still be discussed.

Labour totally rejected the employer’s offer and was left with no option but to declare a dispute. The dispute process as contained in the PSCBC Constitution will now have to be followed.

Members will be kept informed as the dispute process unfolds and must brace themselves for industrial action should the employer not regard negotiations with the necessary seriousness.

GENERAL MANAGER