

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

27-10-2021

## PSA to table 2022/23-wage demand

Members are aware that Public Service salary increases for the 2020-financial year were not implemented as the employer did not honour the wage agreement that was signed in 2018. The PSA has challenged this non-implementation and referred the matter up to the Constitutional Court. The matter was heard on 24 August 2021 and judgement is still awaited. As soon as judgement is handed down, members will be informed.

Members are also aware that the PSA has acted on members' mandate and signed the wage agreement for this year. This agreement is still in the process of being implemented with the final phase payment to be made by end November 2021. This implementation is being actively monitored.

Notwithstanding the above, the agreement is only applicable for this financial year, and new negotiations have to commence for the next financial year. The PSA is intending to table its demand before the end of this year as it is imperative that such demands be tabled before the budget vote is presented in February 2022 to influence the allocation of an increase for public servants.

The PSA is aware of the current financial climate, the constraints on government's fiscus prior to the COVID-19 pandemic, and the severe repercussions of the pandemic. It is therefore important that the needs and plight of public servants should also be addressed and considered as service delivery to citizens needs to continue. A fair balance needs to be maintained. It is for this reason that the PSA needs to ensure that the demands for the increase of wages for the new financial year are tabled for implementation on 1 April 2022.

### **Proposal: Percentage wage increase for 2022/23-financial year**

The PSA proposal is as follows:

- That the demand should be for a single-term agreement.
- A general salary increase of CPI plus 2% (it should be noted that the current CPI figure is at 5.077 for August 2021 (and is not the average figure). The figure that will be applicable is determined on a year-on-year average as determined from March to April the next year).

- Members will also recall that the matters that formed part of last year's demand as listed below, were not concluded during the last negotiations and were referred to a secondary process to be dealt with by Council. These matters are receiving attention and therefore there will be no need to table these afresh as demands.
- Housing Allowance
  - That the current allowance be increased to R2 500.
  - The savings option in the housing scheme should be made a voluntary option.
  - Employees should be paid out their savings from the scheme upon resignation from the Public Service.
  - The Public Investment Corporation (PIC) must create a housing investment portfolio that will directly invest in the scheme.
- Leave (*Special leave during December closure and leave for religious observance*)
- Pay progression
- Employees on the maximum of their notches must be allowed to progress beyond their maximum notch and personal notches.
- Provision of childcare and breast-feeding facilities at all government departments
- Working remotely/greater use of technology, knowledge and innovation
- Prolonged suspensions, frivolous litigation, mismanagement of funds and corruption, outsourced contracts when services can be rendered internally, etc.
- Capacity: State departments
- Full/permanent employment/outsourcing of functions
- Bursary for children of government employees

**Members are requested to provide any additional input and mandate on the PSA's demands through PSA Provincial Offices by no later than 5 November 2021.**

**The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.**

GENERAL MANAGER