

Wage and leave encashment dispute

Members are aware that the employer failed to implement the final leg of the 3-year wage agreement. The employer furthermore failed to pay the leave encashment benefit for 2021. The PSA has declared disputes on both matters. The salary increase dispute has been referred to the High Court to enforce the last leg of the wage agreement and the matter should be heard within the next 4-6 months. The Leave Encashment dispute was referred to the CCMA and the matter is scheduled to be arbitrated on 29 October 2021.

In the interim the employer has approached the PSA with a proposal to settle both disputes. Members were given an opportunity to vote on either to accept or reject the proposed settlement offer from the employer. The voting process was concluded, and the PSA received a majority vote from members to reject the current offer from the employer. The PSA therefore wrote to the employer and indicated that the offer to settle both disputes is rejected.

The PSA will therefore continue with the CCMA arbitration on 29 October 2021 in respect of the leave encashment. Members will also be informed once a set down date is received from the High Court in respect of the salary dispute.

The PSA wants to take this opportunity to wish all employees who are unwell due to the virus a speedy recovery.

GENERAL MANAGER