

What is happening in SARS?

Phasing out of travel allowance

Members informed the PSA that they received letters from the employer indicating that the Travel Allowance will be phased out in the following four years, commencing on 1 April 2021. The employer proposed the following phase-out process:

- That the allowance be reduced with 25% as of 1 April 2021,
- That a further 25% reduction takes place as of 1 April 2022,
- Another 25% reduction on 1 April 2023, and
- The last 25% on 1 April 2024.

The PSA, on behalf of members, indicated that it is not in agreement with the proposed phasing out of the Travel Allowance. A dispute was declared and referred to the CCMA for conciliation. The set-down date for the conciliation was obtained and scheduled for 29 March 2021. Should parties not reach an agreement on 29 March 2021, the PSA will apply for the dispute to be arbitrated through the CCMA.

Hay Grade dispute

Members are aware that the Hay Grade dispute has been in process for quite some time. Members were recently informed that an arbitrator was appointed to conclude the arbitration process. One of the steps to be concluded prior to the arbitration process can commence, is a pre-arbitration meeting. The PSA experienced difficulties in obtaining dates from the CCMA Commissioner to start with the pre-arbitration process and subsequently wrote to the CCMA Director, requesting for the removal of the current Commissioner. Unfortunately, the PSA can no longer allow any further delays in finalising this matter and has therefore requested for a replacement of the Commissioner to ensure that the pre-arbitration process is concluded speedily and that the matter be brought to finalisation.

Members will be informed of developments.

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