

Feedback: Departmental Bargaining Chamber

Members have been informed about this issue in previous editions of the *Informus* (copies can be obtained from the PSA's website on www.psa.co.za or from any PSA Provincial Office)

Salary demands: Negotiations

Members will recall that the PSA tabled the following demands in the previous bargaining forum meeting:

- Salary increase of 12% plus 2%,
- Increment on shift allowance,
- Insourcing of security and cleaning services, amongst others.

In the previous meeting, the PSA rejected the employer's offer of a 4.5%-salary increment wholly based on a performance rating. The PSA rejected the offer and demanded that the employer should get an improved mandate from its principals. The employer, in response, requested the PSA to move down to a single digit salary demand. After lengthy engagements and caucuses, parties moved from their positions. The PSA moved to 8.5% across-the-board and that it should be based on performance rating. The employer responded to the PSA by providing a final offer of a 3%-salary increment across-the-board and a further 3% based on performance rating, as per *attached* projection. For example, an employee who scored a 5-performance rating will get a 3% plus 3% across-the-board, which will come to an increment of a 6% - see *attachment*.

The other demands on pay progression, shift allowance and insourcing were rejected by the employer, citing financial constraints as a result of COVID-19.

Members are requested to provide a mandate whether to accept the employer's final offer or not through their respective provincial offices or to velucia.Maluleke@psa.co.za not later than 21 June 2021.

Members will be informed of developments.

GENERAL MANAGER

Employer Proposal

Implementation Scenario

Performance Rating	Performance Description	ATB 3%	Sliding Scale %	Total Increase %
5	Outstanding Performance	3	3	6
4	Significantly performance above	3	2,5	5,5
3	Fully Effective	3	2	5
2	Performance Partial Satisfactory	3	1,5	4,5
1	Unsatisfactory performance	3	1	4
0	No Performance	3	0	3

ANNEXURE

**STATE INFORMATION TECHNOLOGY AGENCY (SITA)
MANDATE WITH REGARD TO SALARY INCREMENT FOR 2021/22**

Members must first read the *Informus*

TOPIC	ADOPT	REJECT	COMMENTS
Salary Increment			

Name: _____

PSA Membership number: _____

College: _____

Signature: _____