

Update: Salary negotiations 2021/22

A Negotiating Committee meeting was held on 14 June 2021 to discuss the salary increment for the 2021/22-financial year and other conditions of service, including amongst others:

- Review of the adoption of PSCBC agreements
- Medical-aid subsidy increase
- Cash-bonus system
- Review of housing allowance in relation to savings facility
- Uniform and grievance procedure

Members will recall that their salary increase relied on negotiations taking place at the PSCBC. The last leg of the multi-term agreement, which was signed in 2018, was not implemented and the PSA after consultation with members agreed to approach the employer to review the current agreement and form a Negotiating Committee. The PSA requested the meeting with the employer and gave it the notice of demands as mentioned above, which seeks to improve conditions of service for employees. A demand of an 8%-increase across-the-board was made with effect from 1 April 2021 together with the implementation of the last leg of the 2018 agreement. The employer is only offering 3.7%. The employer agrees with the PSA that the current agreement needs to be reviewed as the entity is not party to the PSCBC. The PSA made it clear that the review seeks to improve the conditions of employees but not to take away the current rights of employees. It was agreed in a meeting that the other matters will be discussed in the next meeting, including the salary increase offer by the employer.

In addition, the employer is implementing the DPSA circulars and policies, and the PSA felt that some of the circulars are taking away the rights of employees such as the phasing out of cash bonus, hence there is a need to review the current agreement.

The next meeting will be held on 22 July 2021 after the employer has engaged with the Board on the issues raised by the PSA during the meeting. Member will be kept informed.

GENERAL MANAGER