

## Feedback: Joint Negotiating Committee (JNC) Meeting – 5 August 2022

Members were previously informed that the outstanding salary negotiations for 2021/22 and 2022/23 were to start on 17 June 2022. During the meeting organised labour submitted a demand as follow:

- A general salary increase of 10% with effect from 1 April 2022 and
- A non-pensionable allowance of R1 350 per month from 1 April 2021 (with no end date)

In addition to the above, the PSA demanded that the following items also be registered for negotiations, directly following the conclusion of salary negotiations:

- Medical Aid subsidy of 50% optional
- Danger Allowance, Night Shift Allowance, Standby Allowance
- Long Service Awards from 10 years' service
- Severance Package
- Week-end overtime payment (not time off)
- Group Life Policy to be re-visited

The employer representatives undertook to go back to their superiors for a mandate, and to return to the JNC on 25 July 2022 with a proposal following the demand from organised labour. During the meeting the employer responded with an offer of a 1.8% salary increase with effect from 1 April 2022. In response the PSA rejected the offer and indicated that due to the price increase of food (8.6%), fuel (45.3%), meat (9.5%) and public transport (18.6%) the offer is not close to our demand. It was further mentioned that the present CPI is standing at 7.4%, confirming a proposed increase of way below inflation. The PSA also indicated their disappointment with the fact that the employer completely failed to respond to our demand of an allowance of R1 350 backdated to 1 April 2021.

During a meeting held on 5 August 2022, the employer alluded to labour that the board has not met and that they have no new mandate. We expressed our dissatisfaction in the manner in which the employer did not show commitment to finalise the negotiations. The employer pleaded with labour to be patient during these negotiations and give them chance to respond until the next scheduled meeting to be held on 29 August 2022.

Members will be kept informed of developments.

GENERAL MANAGER