

## Feedback: Special Labour Forum Meeting

The meeting was held on 8 August 2022 where the following issues were discussed:

### Benchmark Report

The employer tabled a report, conducted by an external service provider after an outcry by members regarding salary inconsistencies. The benchmarking report was finalised in December 2021 and presented in the Labour Forum by the same service provider. The PSA raised concerns pertaining to the following:

- Lack of evidence regarding validation of data set used by the service provider.
- The survey compared the employee's current salary information with the proposed salaries of the market peer group instead of current and approved market salaries.
- The report did not include data analysis of all employees included in the salary survey.
- The report did not present data analysis of salary survey in support of proposed salary for level 14 – 16.
- The report lacked specifics and was not transparent.
- Terms and Reference not shared with labour and the report could not give a complete picture for the validity of the benchmarking process.

Subsequently, labour remained adamant that the report will not be adopted as the employer failed to address the concerns raised. It was thus resolved that the employer will seek a mandate from EXCO and revert to labour in the meeting of 22 August 2022.

### Remuneration Policy

The HR Executive manager presented the remuneration policy to the Forum for noting. The employer undertook to provide labour with an implementation plan after calculating the budget for implementation of benchmarking and remuneration policy. The meeting resolved that the implementation plan will be presented in the next special Labour Forum meeting scheduled for 22 August 2022. Thereafter, labour will be given an opportunity to consult with their members to comment on the benchmarking report, remuneration policy, and implementation plan.

### **Salary negotiations for 2022/23**

The employer indicated that it will be impossible to commence with salary negotiations before the approval of the remuneration policy. Labour rejected the position of the employer as it is not clear when the policy will be approved, and costs of living are increasing daily. The employer requested an opportunity to consult with the principals and will respond in the next meeting. Further, the employer proposed that the wage agreement of the public sector can be adopted by SAHPRA if negotiations are concluded before approval of the policy. The PSA will have a members' meeting to provide feedback and mandate on these matters.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER