

FOR PSA MEMBERS: **HUMAN SCIENCES RESEARCH COUNCIL (HSRC)**

04-06-2024

Feedback: HSRC Consultative Forum Meeting on salary increment – 31 May 2024

Once-off annual cash bonus

For the year 2024/25, the employer presented a deficit budget with considerable cuts from its parliamentary grant and other funding. The employer indicated that it will not be able to pay a once-off annual cash bonus. The PSA discovered that there were funds still held up with HSRC debtors and if these are paid, it would guarantee a surplus. The PSA urged the employer to consider paying the once-off cash bonus once all debtors have paid. The employer noted the submission of the PSA and committed that as soon as all debtors pay their dues, it will reconsider the payment of a once-off annual cash bonus.

2024/25-Salary increment consultation

Members were previously informed that the PSA tabled a 7.5%-salary increase demand. On 31 May 2024, the employer reported that the 4% increment was recommended and approved by the Board. The PSA expressed its disappointment with the announcement of the 4% as approved by the Board since it was not even close to the Consumer Price Index, which was at 5.3% in January 2024, and indicated that it was not going to alleviate the financial hardships that employees are currently facing. The PSA then advised the employer that as a mandate-driven union, it is required that it consults with members and reverts to the employer by Wednesday, **6 June 2024**. However, the PSA was surprised to note that the employer already sent communication to all employees advising them about the 4% increment as approved by the Board.

The PSA requests members to indicate whether they accept the 4%-salary increment offer OR mandate the PSA to challenge the employer through the dispute-resolution process. Members are requested to send their inputs and comments to the PSA Chief Negotiator at zamani.dladla@psa.co.za by 5 June 2024. The PSA will further convene an urgent virtual meeting on Wednesday afternoon, 5 June 2024 to obtain a final mandate. The PSA Chairperson will share the link of the virtual meeting.

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

Reuben Maleka
GENERAL MANAGER