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FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - KWAZULU-NATAL**

25-10-2024

Urgent call to action: PSA members urged to vote on government's revised salary increase and benefits offer

The PSA issues an urgent call to all members in the public sector across KwaZulu-Natal to actively participate in the current voting process on government's revised salary increase and benefits offer for the 2025/26-financial year. This vote represents a critical juncture for public servants as it will determine financial security and working conditions in months and years ahead.

Overview of government's revised offer

Government recently revised its offer following negotiations. The PSA has carefully evaluated this proposal against members' needs and expectations. The **key elements** of the revised offer are as follows:

Salary increase

Proposed 4.7%-salary increase for 2025/26-financial year, with subsequent increases indexed to the Consumer Price Index (CPI) for 2026/27- and 2027/28-financial years. This aims to help members keep pace with rising living costs.

Allowances

Government has offered increases to various allowances critical to the wellbeing of members, including:

- Homeowners Allowance: From R1 784 to R1 900.
- Medical-Aid Subsidy: Adjusted in line with the Medical Price Index (MPI) to better support members' healthcare needs.
- Danger Allowance: Increased from R597 to R650, acknowledging risks faced by certain public servants.
- Special Danger Allowance: Raised from R849 to R920.
- Service Allowance for Police: Increased from R700 to R920, recognizing unique challenges faced by law-enforcement personnel.

Deferred demands

Whilst some proposals are encouraging, several critical demands have been deferred. These include:

- Death Grant: Necessary support for families in mourning.
- Childcare and Breastfeeding Facilities: Essential for working parents.
- Bursary Scheme for Public Servants' Dependents: Aimed at enhancing educational opportunities for members' children.
- Standardisation of Uniform Policy: Ensuring fairness and equity across departments.
- Standardisation of Recruitment and Selection Policy: Promoting transparency and fairness in hiring practices.

Rejected demands

The following important demands have been rejected, which the PSA must continue to advocate for in future negotiations:

- Payment of pay progression beyond the maximum notch.
- Abolishment of salary levels 1 to 3.
- Award of R6 500 for employees who have completed ten years of service.
- Permanent appointments for reservists, educator assistants, and community healthcare workers.
- Reinstatement of the performance bonus, a crucial incentive for employee motivation.

Call to action: Vote now!

Your voice matters! The PSA, as a mandate-driven Union, is committed to ensuring that the collective voice of members is heard. It is imperative that all members participate in this process to express their stance on government's offer. To cast your vote and influence the outcome of these negotiations, please use the following link: <https://bit.ly/3Acu0DU>. For members who prefer to submit their vote manually, please contact your local PSA Provincial Office. **Voting deadline: 11 November 2024 at 15:00.**

Importance of participation

Your participation in this voting process is crucial. This is not just a procedural step. It is an opportunity for each member to shape the future of public service compensation and benefits. Every vote counts. Your input will directly affect negotiations pursued on behalf of all public servants. In a time when the cost of living continues to rise and demands on public servants increase, it is essential to stand united. A strong turnout will send a clear message to government on public servants' priorities. This is a defining moment for all public servants in KwaZulu-Natal. Members are urged to act, educate themselves on government's proposals, and vote to ensure that a fair and just outcome is secured. Together, let us make our voices heard and advocate for the respect and compensation deserved as dedicated public servants!

Manual or electronic voting assistance

For members requiring assistance with manual voting, please contact the following PSA provincial officials:

- Xolani Dhlamini: Call/WhatsApp 073 813 9646
- Nkosinathi Thwala: Call/WhatsApp 081 016 4923
- Nkosephayo Zulu: Call/WhatsApp 082 880 8994
- Thabani Mdluli: Call/WhatsApp 078 791 4630
- Pam Naidu: Call/WhatsApp 083 794 6725

For further information or assistance, please reach out to your local PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER