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FOR PSA MEMBERS: **NATIONAL LOTTERIES COMMISSION (NLC)**

25-09-2024

What's happening at NLC?

Salary increases 2024/2025 (COLA) update

During the last meeting, the Employer proposed a 6.6% salary increase, as approved by the Board. After a benchmarking exercise in March 2024, it was determined that 90% of employees are currently being paid above the benchmark. The Employer suggested the following for the implementation of the Cost-of-Living Adjustment (COLA): Employees below the benchmark would receive the full 6.6% increase to their Total Cost to Company (TCTC). Those above the benchmark could either receive the 6.6% as a once-off payment or spread it over twelve monthly installments. This offer was rejected by the PSA, in line with our members' mandate.

At the most recent meeting, the Employer revised its offer to a 3.0% increase for all employees' TCTC, with the remaining 3.6% to be paid as a once-off lump sum. It was agreed that the chairperson would hold a one-on-one session with both the Employer and the PSA to resolve the deadlock.

Western Cape taxi strike

During the Western Cape taxi strike in June 2024, our members were unable to report for duty. Despite requesting to work from home as they had the necessary tools of trade, this was not approved, and members were required to submit vacation leave for the six days affected. At the last meeting, it was resolved that the Employer would credit the six vacation days taken by affected members by 30 September 2024.

Salary benchmark report

The Employer conducted a salary benchmarking exercise on 20 March 2024, which found that 90% of employees were being paid above the benchmark. Employees were benchmarked against Woolworths and NGOs. This benchmark report was rejected by the PSA and its members. A follow-up meeting is scheduled for 16 October 2024 to further discuss this matter.

License operator update

Currently Ithuba is the License Operator and National Lotteries Commission is the Regulator. The PSA raised concern that the License for Ithuba has expired. In the interim the Employer has granted Ithuba an extension of 18 months. The Employer issued a memo to all employees in this regard. The Employer requested that should the PSA have any further concerns; they are encouraged to consult with the Commissioner.

Performance contracts

As of now, only 41% of employees have completed and signed their performance contracts. Due to this non-compliance, no employee qualifies for a bonus. The issue arises from a discrepancy between the performance policy and the contracts: the policy requires 80% personal and 20% organisational performance weighting, while the contracts stipulate 60% personal and 40% organizational. The Employer has agreed to amend the performance contracts, allowing employees to complete them correctly. Employees who signed incorrect contracts will be allowed to sign new amended contracts.

Delays in resolving grievances

According to the grievance policy, the Employer is required to resolve grievances within 30 days. However, the Employer has failed to meet these timelines, resulting in the PSA declaring numerous disputes at the CCMA. The Employer has committed to urgently resolve all outstanding grievances. A special sitting will be convened to expedite this process, and a committee has been established to address the issue.

Members will be kept informed accordingly.

Employees who want to join the PSA can contact Perma Thobela on 0828808929 or send an email to perma.thobela@psa.co.za or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER