



FOR PSA MEMBERS: NATIONAL LIBRARY OF SOUTH AFRICA (NLSA)

16-07-2024

Feedback: NLSA salary negotiations 2024/25

The previous *Informus* refers (copy can be obtained from the PSA website at www.psa.co.za or PSA Provincial Offices).

The PSA submitted wage demands for the 2024/25-financial year after consolidating inputs from members. The following demands were submitted to the employer:

- To reach a single-term agreement on salary increase
- Cost-of-living adjustment of 10%
- Housing allowance from R1 400 to R2 000
- Re-instatement of 1%-notch increase
- Introduction of Performance Bonus
- Recognition of improved qualifications

The employer convened the first Joint Bargaining Forum on 3 June 2024 after getting a mandate from its principals and presented a 4.5% across-the-board salary increase effective from 1 April 2024. The employer could not meet other demands of the PSA. The employer further stated that in March 2024 a gratuity of R18 000 - R20 000 was paid to employees. The PSA rejected the employer's offer and demanded that the employer revised the offer. The employer indicated that it had no mandate to revise the offer and requested time to get a mandate from the principals and provide feedback in the next meeting.

The Special Joint Bargaining Forum was held on 15 July 2024 and the following revised offer was presented. The employer presented a revised offer based on a sliding scale.

Employees' levels	Across-the- board	Percentage offer	Sliding scale
Level 02 - 06	R693 140.55	5%	R771 732.83
Level 07 - 09	R1 188 671.53	4.5%	R1 186 671.53
Level 10 - 12	R739 099.60	4%	R660 462.69
Level 13 - 14	R294 815.09	3.5%	R229 300.63

The PSA has noted the revised offer and requested time to get a mandate from members and provide feedback in the next meeting. Members are requested to complete the *attached* mandating form and send it to aubrey.mabotsa@psa.co.za **by no later than 18 July 2024**.

Members will be informed of developments.

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 a PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER