

## What is happening at SALGA?

### **SALGA salary adjustment: 2024/25-financial year**

The PSA engaged with the employer on the cost-of-living adjustment for the 2024/25-financial year, advocating for a 7% across-the-board increase. The employer indicated that a decision on the salary adjustment would be made once the audit process was finalised. Following the audit being finalised, the Remuneration Panel recommended, and the National Executive Committee (NEC) approved, an average salary increase of 6.8%. The approved increases are structured as follows:

- 4.8% for employees who scored below 3 in performance evaluations;
- 5.3% for employees who met performance expectations, scoring between 3 and 3.9;
- 6.8% for employees who achieved outstanding performance outcomes, scoring between 4 and 4.5; and
- 8.8% for employees with exceptional performance outcomes, scoring between 4.6 and 5.

The salary increases will be implemented with retroactive effect from 1 April 2024. The employer contribution to medical-aid rate was adjusted to R3 712 per month with effect from 1 January 2024.

### **PSA and SALGA Recognition Agreement: Call for member inputs on amendments**

In 2018, the PSA and SALGA signed a Recognition Agreement, which governs the relationship between SALGA as the employer and the PSA as the recognised trade union. This Agreement establishes the threshold for union recognition by SALGA, outlines the organisational rights awarded to the union, and details how these rights may be exercised. It also regulates the processes for obtaining and withdrawing organisational rights.

The Agreement grants the PSA the right of access to the workplace, which includes the ability to recruit new members, hold meetings, display information on notice boards, and utilise communication channels such as emails and telephones. Additionally, it provides for the deduction of union subscriptions and levies, and the right to have shop stewards in the workplace. The PSA believes that the right to collective bargaining and the establishment of a bargaining forum should be incorporated in the amended Agreement. Members are encouraged to review the draft amendments to the Recognition Agreement (*attached*) and submit their inputs to the PSA at [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) by **3 September 2024**.

Members will be updated on 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