

MEDIA RELEASE	Public Service wage negotiations: PSA declares dispute following absurd “offer”
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The Public Servants Association (PSA), one of the largest Public-Sector Unions, was left frustrated and utterly disappointed with the “revised” salary offer tabled by the Government as employer in the Public Service Coordinating Bargaining Council (PSCBC) meeting on 23 April 2021.

The meeting was scheduled to allow the employer to table a revised offer on the previous 0%-increase offer. The employer’s response was utterly disappointing and is regarded as insult to labour. The offer perceived by the employer as “revised”, is based on a principle of using, amongst others, funds allocated for pay progression, resettlement costs, daily allowances, and encashment of leave to fund a cost-of-living adjustment. The proposal is absurd and amounts to nothing more than “shifting” funds.

The employer further proposed a review of all allowances and the leave dispensation of public servants as it believes that there are too many leave categories and allowances for public servants. PSA was, however, adamant that the Union will not agree to reduce any benefits that public servants are currently entitled to. These benefits were achieved through years of intense negotiations.

Labour thus rejected the employer’s offer and jointly indicated that a deadlock has been reached. The dispute resolution processes as per the PSCBC’s constitutional provisions will now be followed. It is important to ensure that this procedure is followed meticulously to avoid delays that could derail the dispute process, bearing in mind that public servants should have received salary increases on 1 April 2021.

The PSA has, in the meantime, advised the Union’s more than 235 000 members to prepare for industrial action to secure a decent salary increase and protect existing, negotiated benefits.

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