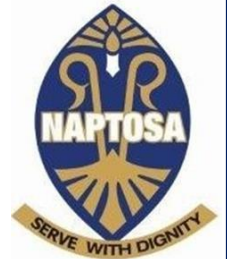


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NNF 10 of 2023

15 March 2023

2023/2024 Salary Negotiations Update – The Employer’s Revised Offer

The Employer met with the majority (53,9%) unions, which consist of **NAPTOSA** (working with SAOU), HOSPERSA, PSA (FEDUSA unions) and SADTU at the PSCBC on Wednesday, 14 March 2023. The employer tabled a revised offer of an average of 7% salary increase across the board. All unions present, were clear at the outset of these negotiations that they would not tolerate nor accept a wage increase that is not in line with the rising cost of living. Wednesday, 14 March 2023

Organised labour negotiators have been hard at work, pressing ahead with the members’ mandate of a 10% wage increase, among other demands. Unions in the chamber moved from the initial 10% demand to 8%, bringing the parties closer to one another. Labour’s initial demands included a single-year term agreement and an increase of R2500 monthly housing allowance.

As matters stand, the employer has proposed a three-year term with CPI plus 0,5% in year 2 and CPI only in the third year. Labour has rejected the proposed multi-term agreement they have however placed it on record that workers are amenable to a 2-year term with the second-year increase set at CPI plus 1,5%.

Organised labour in the council expects that a follow-up meeting will be held soon, with the expectation that the employer will revert to the response tabled by unions.

To ensure that members are not out of pocket when the gratuity is expected to end, it is important that negotiations conclude before the end of the month, bringing hard-working public service employees much relief, with a pensionable increase, instead of the norm where talks drag on for months while they suffer the consequences of shrinking salaries. In fact, we may witness a record turn-around time in public sector wage negotiations this time.

NAPTOSA will continue to keep members updated on developments as they happen.

Mr BL Manuel

Executive Director