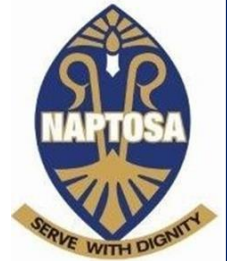


NATIONAL NEWS FLASH

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NNF 14 of 2023

31 March 2023

2023/24 Salary Negotiations – Final Offer Accepted by Majority Unions

We Have a Deal!

The PSCBC convened a Special Council meeting on 30 March 2023 to get feedback from the unions (labour) on the final offer that the employer tabled on 17 March 2023. The details on the final offer were captured in the NAPTOSA National News Flash 12 of 2023, which was released on 20 March 2023. Thereafter, a mandating process was undertaken, where the majority of members (84.2%) who participated in the survey, indicated that NAPTOSA should accept the offer.

On the 30 March 2023, the majority unions in Council, NAPTOSA, PSA, HOSPERSA (and their working-together partners) and SADTU, constituting 53,9% of trade unions in Council, accepted the employer's final offer of 7.5% salary increase, broken down as follows:

- Translation of the current non-pensionable cash allowance into a pensionable salary, estimated at an average of 4.2%; and
- an additional 3.3% pensionable salary increase.

For 2024/2025 Financial Year, the salary increment will be as follows:

- Pensionable salary increases of a Projected CPI.
- The Projected CPI will be determined by treasury. It will be capped at 6.5% (and no less than 4.5%)

Resolution 2 of 2023 has now been signed by the majority unions in the PSCBC. This means that the salary increment will be implemented with effect from 1 April 2023.

We are circulating draft salary scales with this News Flash, and as soon as the official ones are released by the employer, an update will be circulated.

Mr BL Manuel

Executive Director