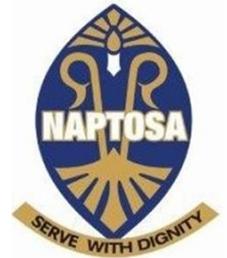


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NNF 30 of 2021

2 July 2021

WAGE NEGOTIATIONS: EMPLOYER TABLES REVISED WAGE OFFER

SALARY

Members are reminded that at the start of the 2021 wage negotiations, the employer indicated that it could not offer any salary increase to public servants.

After reaching deadlock, parties agreed to enter a facilitation process. Pressured by the trade unions to the Public Service Co-ordinating Bargaining Council (PSCBC) the employer, during the facilitation process, changed its position and offered a once-off adjustment of the pensionable salary of 1.5% to all employees employed in the public service on 1 July 2021, who would not qualify for pay progression in respect of the 2020/2021 performance cycle, including employees on the maximum notch of their salary levels. On top of this the employer offered to pay to all employees that were in employment on 1 April 2021, a monthly non-pensionable cash gratuity of R978 per month for the period 1 April 2021 to 31 March 2022.

During the facilitation process on 9 June 2021, labour tabled a counter demand to increase the non-pensionable cash gratuity from R978 p.m. to R1500 p.m. The employer requested time to consult their principals.

Parties met again on 1 July 2021 during which the employer offered to increase the cash gratuity from the original R 978 p.m. according to the following sliding scale:

SALARY LEVEL	Rand Value	Percentage	COLA Equivalence
1	1220	11.7%	CPI + 7.5%
2	1220	10%	CPI + 5.8%
3	1220	8.5%	CPI + 4.3%
4	1220	7.5%	CPI + 3.3%
5	1220	6.6%	CPI + 2.4%
6	1352	6.3%	CPI +2.1%
7	1352	5.4%	CPI + 1.2%
8	1450	5.1%	CPI + 0.9%
9	1450	4.5%	CPI + 0.3%
10	1640	4.2%	CPI + 0%
11	1640	3.8%	CPI + -0.4%
12	1695	3.1%	CPI + -1.1%

The offer of the non-pensionable gratuity remains for the 12-month period 1 April 2021 to 31 March 2022.

Taking into account that the gratuity will be subjected to tax, members can expect, on average, to each receive approximately R1000 p.m. after tax.

As far as the 1,5% pensionable salary progression is concerned there has been no shift in the employer's offer, namely that every employee will be granted the 1,5% salary progression, irrespective of their performance assessment. Included are employees who have reached their top notches and employees appointed from 1 April 2021.

The employer indicated that this was their final offer.

OTHER DEMANDS

Members are aware that labour tabled 16 other demands. Most of the remaining demands have been subjected to Council processes and a summit that will be convened before December 2021.

Labour did not make any pronouncements on the revised offer tabled by the employer. Unions agreed to consult their principals on the new offer and to return to Council on Tuesday, 6 July 2021, to decide on the way forward.

NAPTOSA's NEC will consider this new offer by the employer, taking into consideration the outcome of the earlier survey done among members on the employer's previous offer.

BASIL MANUEL

EXECUTIVE DIRECTOR