

UPDATE ON ARBITRATION OF IMPLEMENTATION OF PSCBC RESOLUTION 1 OF 2018

Dear Colleagues

- a) Kindly be notified that employer should have implemented Clause 3.3 of PSCBC Resolution 1 of 2018 (herewith-attached) w.e.f 01.04.2020.
- b) As reported to you earlier on, employer tried to renegotiate the signed Resolution in February 2020, at the time that it was running its course of a three-year cycle, something which was vehemently rejected by labour, as the new proposal aimed at infusing pay progression into salary increment and would have been a complete departure from the initial agreement, if it was to be accepted in its current form, which would be a further compromise to employees.
- c) The matter was then referred to the CCMA for Conciliation, which also failed to resolve the dispute.
- d) Whilst majority of labour parties to the Council referred the dispute to Arbitration, for enforcement, the South African Policing Union (SAPU), which is in a working together agreement with PEU, chose the path of taking the matter to Labour Court, with founding affidavits and is currently waiting for a setdown from the Clerk of the Court.
- e) Arbitration process took place on 22 June 2020 and the arbitrator is expected to issue an award within 21 days.
- f) As you are aware, employer is expected to pay a 1,5% salary progression w.e.f. 01.07.2020 and DPSA has already instructed Treasury to effect payments, as labour has rejected the proposed offer by employer, which seek to use the pay progression to improve salaries.
- g) You will be kept abreast of developments on the matter.

General Secretary: Ben Machipi

