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## **WAGE NEGOTIATIONS UPDATE – 12 AUGUST 2022.**

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Dear MaPEU Amahle

1. The Employer, represented by DPSA, met Unions admitted in PSCBC on the 12<sup>th</sup> August 2022 as planned.
2. The day was mostly consumed by the Employer in caucus with their principals, to respond to clarity seeking questions from Labour Unions.
3. When the business of the day finally commenced in the afternoon, Labour Unions confirmed that the final offer from the employer of 2 % COLA is vehemently rejected by both negotiators and their principals.
4. On the other hand, Employer negotiators indicated that any movement above 2 % final offer as declared, will come along with conditions attached.
5. The employer tabled the following measures to allow movement to 3 %:
  - 5.1. filling of vacant posts identified as critical only.
  - 5.2. reopening of employee initiated early retirement without penalties subject to assessment in critical areas.
  - 5.3. initiation of Employer initiated exit for employees in the range of 60 – 64 years old.
  - 5.4. introduction of VSP subject to assessment of critical areas.

6. The reaction from Labour Unions was that the employer is continually attacking collective bargaining because these proposals are directly dealing with matters that appear in previous collective agreements.
7. Moreover, the Employer is also attacking the recent Public Service Summit declarations.
8. There was a critical question raised by Labour Unions about the reason for the employer to label 5.2. Employee initiated retirement when it was initiated by the employer. VSP was initiated by the Employer in 2018 and that failed to reach the target more than 4000.
9. Official response from Labour Unions will be presented to the Employer in the next meeting earmarked for 18 August 2022 in the PSCBC after consultation with principals of Labour Unions.
10. Despite the dispute lodged by PSA in PSCBC, the remaining six Unions believe the negotiations are still normal to reach an agreement in this matter.

*Yours truly*

***Ben Machipi***

***General Secretary***