

JOINT MESSAGE TO MEMBERS FROM



REMUNERATION ISSUES

Dear members

A further negotiation meeting was held with management on the afternoon of Monday 15 March.

The collective union demands were:

- A 7% across the board increase;
- Performance Pay Progression for all qualifying staff for the 2018 and 2019 cycles;
- Performance Based Pay for all qualifying staff for the 2019 cycle;
- Travel allowance increase for staff who work shifts from R12 to R70;
- Shift allowance increase for staff who work shifts from R19 to R50;
- The two-thirds value of medical aid applied in 2018 for all insourced staff from 2016 to 2019;
- The value of the 1.5% ad hoc adjustment applied in 2018 for all insourced staff from 2016 to 2019;
- Adjusting the 2018 ranges for the 2018 (7%) + 2019 (7.3%) + 2020 (6%) annual increases;
- Moving all grade 17 staff to grade 16.

At the meeting last week, management responded with a ZERO salary increase and requested for the other issues to be delinked.

At that meeting, the unions requested management to go away and return with an actual offer.

At the meeting of 15 March management continued with the request to have all other issue delinked from the salary negotiations, for these other issues to be dealt with at “another meeting”. The unions remained firmly of the position that they could not accede to this request. The reason being that if management even made an offer on salary increases, then at the meeting proposed on the other issues, they would simply say staff were given an increase, so no other adjustments could be made. The unions could negotiate around the 7% demand if other issues were included, knowing there is only one pot of money for all remuneration issues.

Various caucuses were held and eventually after hours of no progress at all, management then stated there was no money for any salary increase for 2021.

The collective unions then declared a dispute and the process will be taken from there. Members will be informed as matters progress.

Regards

NEHAWU, NTEU, UKSU

16 March 2021