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FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

03-04-2023

PSA rejects CIPC-salary offer – 2023/24

As previously reported to members, the employer made a final offer of a 6% salary increase for employees earning below R1 million and 3.5% for employees earning above R1 million. The PSA's demand remained at 8% across-the-board for all employees falling in the bargaining unit. Both unions indicated that they would consult their members and revert to the employer with their respective mandates. A follow-up meeting was convened where the PSA indicated that it is not ready to sign the agreement as its mandating process was not yet concluded. However, at the time of the meeting the majority votes received from members were indicating that both offers should be rejected. Nonetheless, other members were still being afforded the opportunity to vote.

At the feedback meeting with the employer, a draft collective agreement was presented for both parties to sign. The other union in the CIPC demanded that the employer should reduce the offer of 3.5% for employees earning above R1 million and add to the 6% of those earning below R1 million. The employer's revised offer was 6.25% for employees earning below R1 million and 3.25% for employees earning above R1 million. The agreement was signed by the one union and the employer. The PSA did not sign the agreement.

Based on the votes received and the disappointing offer from the employer for both groups of employees who earn below or above R1 million, the PSA is of the view that negotiations should have continued for the employer to improve on its offer. The PSA's argument was that the consumer price index is at 6.9% and public service employees were offered an increase of 7.5%. The employer should use the two indicators as a basis for its offer. CIPC employees accepted below-CPI increases for the past three years and this continues to reduce their buying power and affecting them negatively.

The PSA will implement members' mandate and not sign the concluded agreement, although the agreement will still be put into effect owing to signature by the majority union.

Members will be updated on developments.

<u>GENERAL MANAGER</u>