

FOR PSA MEMBERS: **HUMAN SCIENCES RESEARCH COUNCIL (HSRC)**

28-06-2023

## Feedback: HSRC salary negotiations

A salary negotiation meeting was held with the HSRC management. The PSA tabled the following demands, as mandated by members:

- 10% salary increase across-the-board, which will come close to covering the ever-rising cost of living.
- Encashment of already accumulated leave of ten days per annum, which will assist employees with an extra cash injection against capped leave. It will reduce the burden of paying large sums for capped leave on exit.
- Funeral cover to be increased from R20 000 to R30 000 for both main member and spouse as costs of a dignified funeral range between R30 000 to R50 000. Funeral cover for children of employees must be set at R20 000.
- Introduction of R2 500 housing allowance to encourage home ownership since most employees are struggling to build or buy their own homes until they reach retirement age.
- Insourcing of private security and cleaning personnel to avoid paying large amounts to individual-owned security companies and to ensure permanent employment with secured benefits.
- Review of overtime, shift, and uniform cleaning allowances for protection services personnel.

The HSRC management reported that the Board considered the demands and advised that owing to the decreased grant allocation to 0.4%, the Board decided to approve the following:

### Improved conditions of service

- The Board approved an annual cost-of-living salary adjustment of 6% for all baseline-funded employees earning below R1 million per annum, and 5% for baseline-funded employees earning above R1 million per annum. The increase will be effective from 1 April 2023 (backdated) and will be implemented in the June pay run.
- Long-term contract (12 months or longer) staff who are project-funded may qualify for an adjustment subject to the availability of project funding.
- Management confirmed that it is reviewing the current funeral cover to ascertain the potential for offering an increased funeral-cover benefit to staff as demanded by the PSA. Human Resources will provide updates.

The HSRC implemented an annual cost-of-living salary adjustment of 6% for all baseline-funded employees earning below R1 million per annum, and 5% for baseline-funded employees earning above R1 million per annum as of 23 June 2023.

### **Housing Allowance**

The employer stated that owing to the decreased allocation of funds, the project would be unaffordable at this stage. It also advised that the encashment of already accumulated ten days capped leave per annum would also put a strain on the company and it was currently unaffordable.

### **Insourcing of security services**

The employer reported it will not be able to insource further in-house protection service and that it will be appointing a private security service provider that will be securing offices across the country as per needs assessment.

### **Overtime, shift allowance, and redeployment of some Protection Services personnel**

The employer confirmed that overtime, shift, and cleaning allowances for Protection Services are aid in accordance with HSRC policies and advised that the company was in a process of redeploying some Protection Services staff for other roles in the company.

Members can send comments or clarity-seeking questions to the PSA Chief Negotiator, Zamani Dladla on 071 681 3105 / [Zamani.Dladla@psa.co.za](mailto:Zamani.Dladla@psa.co.za).

Employees who want to join the PSA can contact Lee-Ann Fritz, Thulani Dlamini, and Johan Viljoen or visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER