

Feedback: Joint Negotiating Committee meeting – 22 February 2024

The Joint Negotiating Committee (JNC) meeting was held on 22 February 2024. Joint labour tabled its demands to the employer, as follows:

Medical aid

Labour requested a 50% subsidy for medical aid, and the option for employees to choose their own medical aid.

Annual salary increases with effect from 1 April 2024

Labour demanded a 10% across-the-board salary increase. The employer undertook to consult with the board and revert to labour.

Housing allowance

Labour requested that the housing allowance should reflect on pay slips. The employer undertook to arrange a workshop with all stakeholders on the packaging of salaries to facilitate this demand.

Danger allowance

Labour demanded that all employees working at reserves should receive a danger allowance. The employer alluded that it is in consultation with SanParks to understand danger-allowance payments. Feedback will be provided at the next meeting.

Accommodation

Labour requested that the employer provides safe accommodation for employees working at reserves. The employer explained that it currently has a reconfiguration project of proper accommodation and labour will be informed of the date of finalisation at the next meeting.

Security (improved security measure)

The employer admitted that there are shortcomings in terms of security and safety of employees working at reserves. The employer has started attending to these issues by erecting a security fence at Dwesa Ceba Nature Reserve. A progress report is expected at the next meeting.

Public holidays/Sundays

Labour requested confirmation that the employer is paying for public holidays and Sundays as per the *BCEA*. The employer placed it on record that indeed officials are paid as per the said *Act*. Members are encouraged to always check and verify if they are paid correctly.

The next meeting will take place in April 2024. Members are further encouraged to submit any relevant agenda items to bradley.benson@psa.co.za and pumela.nyarashe@psa.co.za.

Members will be kept informed.

Reuben Maleka
GENERAL MANAGER