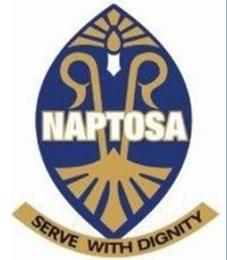




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PROPOSED REVIEW OF PUBLIC SERVICE WAGE AGREEMENT

The wage agreement entered into by the State as Employer and the Labour parties in the Public Service Coordinating Bargaining Council (PSCBC) in 2018 is to enter the final phase of salary adjustments on 1 April 2020.

It was therefore with extreme concern that NAPTOSA's NEC took cognisance of the Minister of Finance and the State as Employer's intent to review the agreement.

There is only one recognised forum in the public service for wage negotiations – the PSCBC. Who better to understand this than the employer and their principals? But they disingenuously chose to raise this matter through the media, Parliament and ministerial pronouncements.

The NEC rejects this bad faith bargaining approach. If the employer wishes to pursue the matter it must be within the confines of the PSCBC where the provisions of the Labour Relations Act will guide actions that can or cannot be taken by parties.

The employer is, however, warned that they will be called upon to show cause that the financial crisis we find ourselves in is not the result of state sanctioned plunder and corruption (without apparent consequences) and why public servants have been singled out for punishment. Also, why other public sector institutions, that fall outside the jurisdiction of the PSCBC, but who all contribute to the wage bill, have been allowed unfettered wage increases (with some executives awarding themselves massive salary adjustments).

NAPTOSA remains with its position that the employer must honour the 2018 wage agreement and not attempt to dilute the hard-fought salary and benefit improvements, especially in a climate where members already struggle under all the commodity increases. Bargaining for the 2021/22 financial year should also be opened as soon as possible after implementation of the final phase of the agreement.

As far as the ill-conceived proposal to utilise pension money to bail out ESKOM is concerned, the NEC reaffirmed that NAPTOSA will not support such a notion.

**BASIL MANUEL
EXECUTIVE DIRECTOR**