

# NUPSAW

NATIONAL UNION OF PUBLIC SERVICE & ALLIED WORKERS

## Head Quarters

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### NEWSFLASH

## REFUSAL TO IMPLEMENT SALARY ADJUSTMENTS OF PUBLIC SERVANTS AS PER WAGE AGREEMENT

On 8 June 2020, the NUPSAW in support of joinder application, filed its affidavits at the Labour Court to the PSA's Labour Court case for refusal by the government to implement salary adjustments in terms of Resolution 1 of 2018'.

NUPSAW is aware that other unions were seeking to invoke the dispute mechanisms of the Council relating to the interpretation and application of Resolution 1 of 2018. This was done deliberately by Cosatu unions to delay and frustrate the process of enforcement. We have from the beginning indicated that, there is no dispute about the interpretation and application. PSCBC Resolution 1 of 2018 makes provision for a multi-term agreement on salary adjustments and improvements to the condition of service for public servants in the financial years 2018/19, 2019/20 and 2020/21. Clause 3.3 of the Resolution deals with salary adjustments, percentages, and the projected CPI to the 2020/21-financial year. The employer had no problem of understanding the terms of the Resolution in the first two years. It is only in the last year that they are refusing to implement the agreement.

The state as employer, has held several informal discussions in an endeavour to reach a settlement. The most recent proposal is that the State will take a GEPF contribution holiday as the fund is funded 111%. The saving, 27 billion, can then be utilised to pay a once off cash bonus calculated as a percentage of salary at the end of December 2020. These bonuses ranges from R4000 to R52000.

NUPSAW find it very disturbing as the government is deliberately ignoring the following fundamental aspects:

- The legal implication on whether the GEPF policy make provision for a contribution holiday.
- The actuarial calculations in regarding the funding level and the criteria on how the R27 billion was calculated.
- Which Union will be amenable to consider cutting a ridiculous proposed deal?
- What will be the reaction and or the position of the GEPF Board of Trustees?

NUPSAW strongly condemn this dubious proposed settlement by the State. However, there is a clear evidence that some sweethearts' unions may be forced to compromise Public Servants in the name of the alliance. If the majority 50+ agree to this arrangements, Resolution 1 of 2018 PSCBC will be amended.

Continuation

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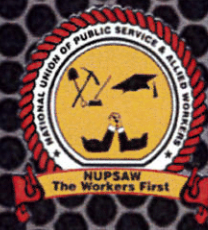
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### Continuation

It is expected that the Special PSCBC meeting on 3 December 2020 will shed more light on the matter. NUPSAW will keep members abreast of unfolding developments during the next few days.

The State launched an application to postpone the Labour Appeal Court case set down for tomorrow as delaying tactics. NUPSAW has objected to the postponement.

Yours in the Worker Liberation

A handwritten signature in black ink, appearing to read 'Success Mataitsane', is written over a horizontal dotted line.

Success Mataitsane  
**GENERAL SECRETARY**