



## **PRESS RELEASE: PSCBC: BREAKTHROUGH OF IMPASSE**

### **FOR IMMEDIATE RELEASE**

13 March 2023

Pretoria

- Public Sector Dispute Settled: Parties out on strike regarding the 2022/2023 wage negotiations have settled their dispute.
- Unions that were outside of the bargaining process will return to the 2023/2024 wage negotiations table.
- Settlement allows for infusing of residual matters into current wage negotiations. Negotiations will not be delayed.
- Trade unions will return to Council allowing processes to operate at full capacity
- The PSCBC appreciates for the continuous support from parties to Council in defending collective bargaining.

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The PSCBC has noted the ongoing strike action by NEHAWU, initiated on the 6<sup>th</sup> March 2023 and the effect that this has had on service delivery across the country. This industrial action emanates from the outstanding dispute regarding the implementation of the previous leg 2022/2023 cost of living adjustment (COLA), on the part of the employer. A facilitation process was initiated on the 9<sup>th</sup> March 2023, as a means of breaking the impasse between parties. The state as the employer together with the Trade Unions NEHAWU joined by POPCRU, DENOSA & SAPU deliberated on chartering a way forward. The robust discussions and engagements continued through the weekend and culminated in a settlement agreement for the facilitation process.

The key elements of the agreement include:

- Cessation of hostilities between parties following the end of the strike action ;
- Implementation of a “no work, no pay” deductions;
- Orderly return to work for employees on strike over a 24 hour period of signing of the agreement;

- Tabling of any residual and substantial matters emanating from the 2022/2023 wage dispute COLA by Labour. These will be dealt with and concluded as part of the 2023/2024 wage negotiations
- Conclusion of a minimum service level agreement by both the Employer and Trade Unions within 6 months of conclusion of the 2023/2024 wage negotiations
- Expedition of the implementation of the Government Employee Housing Scheme (GEHS)

This agreement serves as the conclusion of the dispute between parties and initiates the return of the Trade Unions to Council.

We as the PSCBC are elated that Parties could engage in constructive collective bargaining processes and find mutual ground in concluding an agreement. We are pleased that parties engaged in good faith negotiations that benefit both employees and employers, and foster a positive working relationship. As we welcome back parties to the Council, we would like to express our appreciation to the majority of trade unions and the employer that have continued to ensure the functionality of Council during this time.

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