



## PSCBC RESOLUTION 2 OF 2023 ON THE PAYMENT OF THE 2024/25 SALARY ADJUSTMENT/INCREASE MEMBERS UPDATE

### REPORT 5 OF 2024

### 20 MARCH 2024

A Public Service Coordinating Bargaining Council (PSCBC) special council meeting was convened on the evening of 19 March 2024.

The wage increases for the 2024/25 financial year, as per the PSCBC Resolution 2 of 2023; Agreement on the Payment of a Salary Adjustment in the Public Service for the financial years 2023/24 and 2024/25 formed part of the discussions of the meeting.

Organised labour had urgently tabled the agenda item, based on a concern, that the employer had failed to continuously appraise labour on the confirmed increase, as per National Treasury's budget review processes.

The employer in the said meeting confirmed a 4.7% salary increase for salary levels 1 to 12 for the financial year 2024/25.

Furthermore, the implementation date for the salary increases is 01 April 2024.

HOSPERSA is perplexed, as to how the employer arrived at a 4.7% salary increase, as we had not been taken into confidence regarding the outcomes of the Medium-Term Expenditure Framework for the 2024/25 financial year.

The employer continues to enforce austerity measures and cry poverty at the expense of employees, whereas we see no end to rampant corruption in

government that continues to not be dealt with decisively.

Our members are continuously struggling with the ever increase in living costs, and the employers confirmed 4.7% increase, further confirms that the plight of public servants is not priority by government.

HOSPERSA further wants to register its disappointment with the employer's lack of involvement of labour in their budgetary processes in arriving at the 4.7% salary adjustment.

Regardless of the two-year wage agreement that was signed, the employer still had a duty to have taken organised labour into confidence regarding the 2024/25 MTEF budgetary review processes, and not further subject our members to added financial quagmire.

We will update members if the date of 01 April 2024 is not adhered to by the employer regarding implementation.

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#### Why join Hoppersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

**Professional legal assistance** for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

**General Meetings** with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.