



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

REPORT 09 OF 2024

This serves as an update to our members regarding the 2024/25 4.7% salary adjustment as per the PSCBC Resolution 2 of 2023.

It has come to our attention as HOSPERSA that the employer has delayed the payment of the 4.7% salary adjustment without duly appraising organised labour or even employees in the public sector.

Our understanding, emanating from the PSCBC special council meeting of 19 March 2024, was that salary adjustment payments should have been effective by 01 April 2024, and to date our members have not paid.

The employer, after labour's own digging and investigating, has indicated that payments are delayed, and a circular will be issued in conveying reasons for the delays.

In ensuring that our members are paid what is owed to them, HOSPERSA implores on the employer to have an urgent supplementary PERSAL run that should take place within the month April 2024, in effecting backdated salary adjustments payments.

HOSPERSA continues to convey its dissatisfaction with how the employer continues not to appraise organised labour on issues that of paramount importance, and this has been repeatedly evident regarding several issues in the council.

We will continue to update members on the payment of the salary adjustment for the 2024/25 financial year.



10 APRIL 2024

Why join Hospersa?

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.