



NEHAWU LEADERSHIP GOES BACK TO THE STRUCTURES TO REPORT ON THE LATEST REGARDING THE SALARY ADJUSTMENT AND THE IMPLEMENTATION OF RESOLUTION 2 OF 2015

This bulletin is an update on the latest regarding the salary adjustment for the year 2015-2016. This follows a leaked circular from the DPSA on the implementation of the salary adjustment for public service personnel.

In the circular the employer is directing Departments to implement a 6, 4% salary adjustment instead of 7% which has been agreed to, this is because of the alleged overpayment of 0.6% in the salary adjustment for 2014/15. This as they argue is because of the actual inflation figures issued by National Treasury at 5.6% instead of the projected 6.2% which was used to adjust the salaries.

We outrightly reject this interpretation because we are of the firm view that 2012-2015 agreement has no effect to this current agreement. There is no relationship between these two resolutions. In response to this all the unions convened an emergency meeting last week, at the PSCBC, and a decision was taken to delay the implementation of the increase until the PSCBC has sought legal opinion on the interpretation of this clause. We are advised that the PSCBC lawyers are working hard to assist parties to find a solution to this impasse and the report is expected to be presented to the Special Council in a two weeks time.

The union leadership at the national level subsequently convened a crisis meeting to discuss the latest developments and the union's response. After the meeting the national leadership resolved that the union should seek a legal opinion on the matter whilst waiting for the

PSCBC lawyers to advise parties on the matter in dispute.

At the same time the national, provincial leadership and the national negotiators will also be going down to the union structures to give update to workers on the latest developments. In line with our guiding principle of worker control, we shall also be convening regional and branch bargaining forums to report and also seek mandates from the workers on the wayforward.

We are also troubled by the fact that the employer has failed to withdraw the circular and is intent on unilaterally implementing the resolution despite the decision of the bargaining council held on the 1st June 2015. This will result in the piecemeal implementation of the resolution. Our position is unchanged in that we demand the implementation of a 7% salary adjustment as per the signed agreement. We reject any attempts by the employer to misinterpret the resolution and make unilateral changes.

As NEHAWU, we find the whole exercise very provocative and view it as a breach of trust by the employer. This is an attempt to weaken the democratic structures like the PSCBC and to undermine the whole process of bargaining.

Our union is deeply angered by these attempts by the employer to try and circumvent the negotiation process and try to balance the budget on the backs of the workers. Our union will not take this shocking deception lying down.

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