



PUBLIC SERVICE WAGE NEGOTIATIONS BULLETIN

JULY 2022

This bulletin serves to give the summary version of the status of the wage negotiations in the public service. The national union is convening the provincial bargaining forums to report fully on the status of public service wage negotiations. The labour consolidated demands were presented to the employer on the 03rd May 2022.

On the 19th May 2022 the employer responded by tabling a zero percent increment and indicated that they were rejecting all other demands. We continued negotiating and by the 07th July 2022 the following final offer of the employer was tabled:

The final offer of the employer is as following:

- The Employer has tabled a final Offer and they are saying it is 4.5% (current cash gratuity) plus 2% (increment into the base line)
- The employer is still committing that National Treasury will concur with any agreement we agree on
- The agreement will be for the single term and implemented from the day of signing.
- The percentage increment over and above the cash gratuity will go into the base line
- Pay Progression will not form part of this agreement and the sectoral agreements will take precedents going forward.
- Three scenarios were presented by the employer for consideration by labour as following:

Scenario 1:

Equitable Distribution

Level	Increase in COE expenditure (%)	Increase in COE expenditure (R'000 p.a.)	Additional Unit Cost after increase (Rands p.m.p.p.)
1	2.0%	R 518	R 175
2	2.0%	R 213 031	R 226
3	2.0%	R 235 524	R 281
4	2.0%	R 151 402	R 313
5	2.0%	R 962 434	R 390
6	2.0%	R 784 927	R 467
7	2.0%	R 2 299 272	R 607
8	2.0%	R 1 405 116	R 715
9	2.0%	R 1 050 935	R 865
10	2.0%	R 723 024	R 1 067
11	2.0%	R 533 445	R 1 211
12	2.0%	R 595 077	R 1 744
Total	2.0%	R 8 954 706	R 672

Current Cash Gratuity

Increase in COE expenditure (%)	Increase in COE expenditure (R'000 p.a.)	Non-pensionable distribution (Rands p.m.p.p.)	Total (Rands p.m.p.p.)
13.9%	R 3 614	R 1 220	R 1 395
10.8%	R 1 149 402	R 1 220	R 1 446
8.7%	R 1 023 298	R 1 220	R 1 501
7.8%	R 589 587	R 1 220	R 1 533
6.3%	R 3 008 204	R 1 220	R 1 610
5.8%	R 2 270 960	R 1 352	R 1 819
4.5%	R 5 135 337	R 1 352	R 1 959
4.1%	R 2 848 263	R 1 450	R 2 165
3.4%	R 1 761 767	R 1 450	R 2 315
3.1%	R 1 111 612	R 1 640	R 2 707
2.7%	R 722 628	R 1 640	R 2 851
1.9%	R 578 263	R 1 695	R 3 439
4.5%	R 20 202 935	R 1 390	R 2 062



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Level	FTE	Increase in COE expenditure (%)	Increase in COE expenditure (R'000 p.a.)	Additional Unit Cost after increase (Rands p.m.p.p.)
1	247	3.00%	R 778	R 263
2	78 511	3.00%	R 319 546	R 339
3	69 897	3.00%	R 353 286	R 421
4	40 272	3.00%	R 227 103	R 470
5	205 478	2.20%	R 1 058 678	R 429
6	139 975	2.20%	R 863 420	R 514
7	315 650	2.20%	R 2 529 199	R 668
8	163 693	2.20%	R 1 545 627	R 787
9	101 251	1.35%	R 709 381	R 584
10	56 484	1.35%	R 488 041	R 720
11	36 719	1.25%	R 333 403	R 757
12	28 430	1.25%	R 371 923	R 1 090
Total	1 236 609	1.97%	R 8 800 386	R 587



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Sliding Scale Distribution

Level	FTE	Increase in COE expenditure (%)	Increase in COE expenditure (R'000 p.a.)	Unit Cost after Increase (R'000 p.a.)	Additional Unit Cost after Increase (Rands p.m.p.p.)
1	247	3.00%	R 778	R 108	R 263
2	78 511	3.00%	R 319 546	R 140	R 339
3	69 897	3.00%	R 353 286	R 174	R 421
4	40 272	3.00%	R 227 103	R 194	R 470
5	205 478	2.10%	R 1 010 556	R 239	R 410
6	139 975	2.10%	R 824 173	R 286	R 491
7	315 650	2.10%	R 2 414 235	R 372	R 637
8	163 893	2.10%	R 1 475 372	R 438	R 751
9	101 251	1.50%	R 788 202	R 527	R 649
10	56 484	1.50%	R 542 268	R 650	R 800
11	36 719	1.50%	R 400 084	R 737	R 908
12	28 430	1.50%	R 446 308	R 1 062	R 1 308
Total	1 236 609	1.97%	R 8 801 911	R 369	R 621

Current Cash Gratuity

Increase in COE expenditure (%)	Increase in COE expenditure (R'000 p.a.)	Non-pensionable distribution (Rands p.m.p.p.)	Total (Rands p.m.p.p.)
13.9%	R 3 614	R 1 220	R 1 483
10.8%	R 1 149 402	R 1 220	R 1 339
8.7%	R 1 023 298	R 1 220	R 1 641
7.8%	R 589 587	R 1 220	R 1 690
6.3%	R 3 008 204	R 1 220	R 1 630
5.8%	R 2 270 960	R 1 352	R 1 843
4.5%	R 5 135 337	R 1 352	R 1 989
4.1%	R 2 848 263	R 1 450	R 2 201
3.4%	R 1 761 767	R 1 450	R 2 099
3.1%	R 1 111 612	R 1 640	R 2 440
2.7%	R 722 628	R 1 640	R 2 548
1.9%	R 578 263	R 1 695	R 3 003
4.5%	R 20 202 935	R 1 390	R 2 010

These negotiations were to conclude by the 30th June 2022 and parties have agreed to extend the period to the 18th July 2022 so as to allow unions to take mandate from members. All provinces must convene the bargaining forums and membership from the 17th July 2022 to seek a mandate from members on the current offer.

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