



**the dpsa**

Department:  
Public Service and Administration  
**REPUBLIC OF SOUTH AFRICA**

## **MEDIA STATEMENT**

**To: All Media**

**For Immediate Release**

**8 November 2022**

**Update on 2022/23 Public Service Wage negotiations**

**2022/23 negotiations**

As the public may be aware, the current round of wage negotiations (2022/23) is not yet concluded and parties reached a deadlock. The draft collective agreement did not enjoy the majority of support from labour after 21 days as per the constitution of the Public Service Co-ordinating Bargaining Council (PSCBC). Therefore, no agreement was reached.

### **Processes post the MTBPS**

Having considered the risks of public servants not receiving any salary increases for this financial year if the processes of wage negotiations are not concluded in time for the 2022 MTBPS as outlined by the Minister of Finance, the Acting Minister for Public Service and Administration indicated that he would be implementing the last salary offer for the Public Servants that was tabled at the PSCBC following the facilitation process by both Trade Unions and the Employer at the PSCBC.

The Minister indicated that this would be in the interest of the Public Servants and the Government's planning cycle.

The Minister further reiterated that the implementation of this offer should not be seen as undermining collective bargaining and the processes of the PSCBC, cognizant of the dispute resolution processes that are already underway at the PSCBC.

## **Implementation of the Government's Offer for the Financial Year 2022/23**

As per the last offer tabled in the Council, the Government will continue with the current non-pensionable cash allowance until 31 March 2022 to all employees on salary levels 1 to 12 including those covered by the OSDs employed in the public service and a 3 percent (3%) pensionable increase to all employees on salary levels 1 to 12 including those covered by the OSDs employed in the public service backdated to 1 April 2022. The date of payment is 17 November 2022.

The implementation for non-pensionable cash allowance and 3 percent (3%) pensionable increase for members of the Senior Management Service (SMS) with effect from 1 April 2022 will be implemented as soon as COLA for non-SMS is concluded.

## **Pay Progression**

Each department shall process the payment of the pay progression to **all qualifying employees** employed in the public service for the 2021/22 performance cycle in terms of existing PSCBC and Sectoral Agreements regulating the payment of pay progression, including the Incentive Policy Framework, with effect from 1 July 2022 for non-SMS employees and 1 April 2022 for members of the SMS.

## **PSA Strike**

The Department has noted the social media reports that the PSA would be embarking on a National march on the 10 November 2022, despite having served the Employer with a notice to commence with the strike on or after the 3 November 2022. The Department has put measures in place to mitigate the impact of such an action by the PSA, including concluding the Picketing Rules that states that picketing shall only take place during lunch hour or tea breaks outside the premises of the Employer.

All provisions related to the management of employees participating in the protected strike shall apply.

## **2023/24 Wage negotiations**

The State as the Employer calls upon the Trade Unions to return to the bargaining chambers to start negotiations for the 2023/24 Financial Year in order to conclude the

process before the Minister of Finance tables the final budget in February 2023. This further demonstrates the Department's commitment to re-align the negotiations to the Government's planning cycle.

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**Issued by the Department of Public Service and Administration**