



## Wage negotiations: NAPTOSA still demands a wage increase of 10%

The Department of Public Service and Administration (DPSA) issued a communiqué on the wage negotiations to all government employees. In the communiqué the DPSA indicates that the Independent Labour Caucus (ILC) in the PSCBC, of which NAPTOSA is a member, reviewed its wage demands to 8,5%. NAPTOSA believes that this was disingenuous of the Employer and that the Employer failed to put the matter into perspective.

As members will recall, the trade unions in the PSCBC jointly tabled an initial wage demand of 15% for the 2015/16 financial year. The demand was later reviewed to 10% in the negotiation process. The employer's last offer, in reaction to the 10% demand, was 5,8% after it had made previous offers of 5%, 5,8%, 4,8% and 5%. The Employer also indicated its preference for a 3-year agreement, offering projected CPI + 0,5% for 2015/16 and 2017/18.

Following a stalemate in the negotiations, the Employer declared a dispute, which took the parties into a conciliation process. Two days of conciliation meetings saw no movement from the side of the Employer in terms of an improved wage offer. In order to prompt the Employer to do so, Labour on day 3 of the conciliation process, offered to consider a multi-term (3-year) agreement by demanding the following: 2015/16 - 10%; 2016/17 - CPI + 3%; and 2017/18 - CPI + 3%

The position of Labour still failed to move the Employer. In an attempt to test the Employer's reaction to a revised wage demand, the ILC indicated to the Employer that it was prepared, on a "no prejudice" basis (in other words, not officially), to consider amending its demand to 8, 5%. The Employer's reaction was to indicate that it required the position of all the unions before it would be prepared to indicate whether it was prepared to consider an improved offer.

The DPSA's communiqué, therefore, inaccurately indicates that the ILC has revised its wage demand. All discussions in a conciliation process is on a "no prejudice" basis until such time that a party puts forward an official position, which the ILC in this case did not do.

The conciliation meetings will continue today (21 April), with labour's joint position still as indicated above.

## March to National Treasury on 23 April

Members should note that neither NAPTOSA nor the other unions forming part of the ILC is involved in Thursday's industrial action (March to National Treasury) by the COSATU unions.

NAPTOSA believes that it must first exhaust all other possible avenues before approaching its members for a mandate for industrial action. NAPTOSA members are cautioned not to take part in any industrial action, including go-slows, unless so advised by the union.

The April 2015 edition of **NAPTOSA INsight** is available on the NAPTOSA national website. Go to [www.naptosagp.org.za](http://www.naptosagp.org.za) and click on the link under "Editor's Choice".

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