



# NAPTOSA Northern Cape

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## **N** MEDIA STATEMENT BY LABOUR ON IMPLEMENTATION OF 7% SALARY INCREASE: EMPLOYER TRICKERY!!!!

**E** Earlier this week it came to the attention of the trade unions in the PSCBC that the Employer intended to reduce the agreed salary increase of 7% to 6,4%. This is based on a provision in PSCBC Resolution 1 of 2012 that if the actual CPI for a period is lower than the projected CPI, the difference will be deducted from the salary adjustment of the following year. The projected CPI for 2014/15, on which the salary increase for 1 April 2014 was based, was 6,2%, whilst the actual average CPI for the period was 5,6% - leaving a shortfall of 0,6%.

**S** As far as NAPTOSA and the other unions are concerned negotiations were concluded on 19 May 2015 on the understanding that there was a complete meeting of minds that employees would be receiving a salary adjustment of 7% on 1 April 2015, irrespective of what previous agreements might have determined.

**F** The Employer's action prompted Labour to call for an urgent PSCBC meeting on 1 June 2015 where it was decided that the Employer would halt the implementation of the 6,4%, as they had intended doing and to obtain an urgent legal opinion on the different interpretations of Labour and the Employer.

**L** Labour subsequently met on 2 June 2015 to discuss the matter. The outcome of the meeting is contained in the **attached joint media statement** which clearly reflects the anger of the unions and the challenge to the Employer that if they fail to implement the 7%, Labour will have no option but to withdraw from the agreement.

**A** It is hoped that sense will prevail from the side of the Employer.

Greg Titus: Acting CEO

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