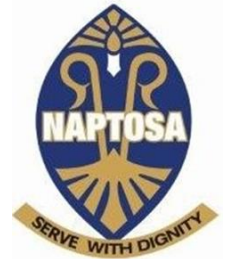


# NATIONAL NEWS FLASH



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## IMPLEMENTATION OF WAGE AGREEMENT 2021/22

In National News Flash 37 of 2021 we expressed the hope that the State as Employer would be in a position to implement the 2021/22 wage agreement in August 2021.

We have now been informed by the employer, via the Public Service Co-ordinating Bargaining Council, of the implementation modalities that envisage a two-phase approach.

The priority focus will be the implementation of the non-pensionable cash allowance, backdated to 1 April 2021. According to the employer this will be effected on or before 15 September 2021. It is unfortunately not clear whether this means that the cash allowance backpay will be done separately from the normal monthly salary payment, or as part thereof. What has been promised though is that members will receive the backpay not later than September.

Because of the fact that the employer wishes to implement the 1,5% pensionable salary adjustment simultaneously for all public servants, they envisage that the process will take a bit longer due to changes that need to be effected to the PERSAL system to accommodate the position of those employees who, under normal circumstances, would not have received the 1,5 % salary adjustment – e.g. those on the top notches of their salary levels. The employer committed to make an announcement in this regard soon.

As with the cash allowance, the implementation of the 1,5% salary adjustment will also result in backpay owed to members, as the effective date of the adjustment is 1 July 2021.

Members will be kept informed when further information on the implementation process becomes available.

**BASIL MANUEL**  
**EXECUTIVE DIRECTOR**