



**SALGA**  
South African Local Government Association

Enq: Tahir Sema  
Tel: 0768624315  
Fax: 012 369 8001  
E-mail: Kreyneke@salga.org.za  
Date: 03 March 2015

## NEWS RELEASE

For immediate release  
3 March 2015

### TO ALL MEDIA

## Employer body SALGA tables offer for municipal employees

The South African Local Government Association (SALGA), acting on behalf of 278 Municipalities countrywide has, during the opening round of negotiations, tabled its offer for salary and wage increases for municipal employees. Despite the negotiations taking place during extremely challenging times, particularly for municipalities, we remain hopeful of a fruitful and speedy outcome. As SALGA we remain optimistic about the progress the negotiations have made so far and the positive spirit the Unions have displayed.

### WAGE AND SALARY INCREASES

SALGA's offer is for **year 1** (2015/ 2016) 4. 4% (which is inflation linked). For **years 2 and 3**, SALGA has offered an inflation related increase plus an additional 0.25 %. SALGA has made this offer mindful of the impact which additional annual notch increases have on the salary budgets of municipalities, we will attempt to address this matter during the current negotiations.

### Other issues to be addressed

Together with the salary and wage increases there are other issues which will have to receive attention during these negotiations, such as; union demand for increase in the minimum wage, in the medical aid contribution rate, and homeowner and rental allowances. SALGA has indicated upfront that these demands will add an unnecessary burden on the budgets of municipalities and will impact negatively on service delivery obligations of municipalities.

**SALGA National**  
Block B  
Menlyn Corporate Park  
175 Corobay Ave  
Cnr Garsfontein Rd  
Waterkloof Glen X11  
Pretoria 0181  
Tel: 012 369 8000  
Fax: 012 369 8001

**Eastern Cape**  
1<sup>st</sup> Floor  
3 Berea Terrace, Berea  
East London 5214  
Tel: 043 727 1150  
Fax: 043 727 1156

**Free State**  
36 McGregor St  
East End  
Bloemfontein 9300  
Tel: 051 447 1960  
Fax: 051 430 8250

**Gauteng**  
3<sup>rd</sup> Floor Braampark  
Forum 2, 33 Hoofd St  
Braamfontein 2017  
Tel: 011 276 1150  
Fax: 011 403 3636

**KwaZulu-Natal**  
4<sup>th</sup> Floor Clifton Place  
19 Hurst Grove  
Musgrave  
Durban 4000  
Tel: 013 817 0000  
Fax: To follow

**Limpopo**  
127 Marshall St  
Polokwane 0699  
Tel: 015 291 1400  
Fax: 015 291 1414

**Mpumalanga**  
SALGA House  
11 Van Rensburg St  
Nelspruit 1200  
Tel: 013 752 1200  
Fax: 013 752 5595

**North West**  
Suite 400, Jade Square  
Cnr O R Tambo &  
Margaretha Prinsloo St  
Klerksdorp 2570  
Tel: 018 462 5290  
Fax: 018 462 4662

**Northern Cape**  
Block Two,  
Montrio Corporate Park  
10 Oliver Road,  
Monument Heights  
Kimberley 8301  
Tel: 053 836 7900  
Fax: 053 833 3828

**Western Cape**  
7<sup>th</sup> Floor  
44 Strand Street  
Cape Town 8000  
Tel: 021 446 9800  
Fax: 021 418 2709

*In considering our offer SALGA took into account a number of factors which include; the critical constitutional mandate of municipalities to deliver services, the recent budget policy pronouncements by the Minister of Finance around the need to contain wage increases, changing the collective bargaining landscape, recent Labour law amendments, benefits of interest based bargaining coupled with a holistic/ mutual gains approach to negotiations, benefits of a multi-year agreement as opposed to a single year agreement, affordable and sustainable increases given the degenerating financial state of municipalities, the country's macro-economic policy and the need to match salary increases to improvements of levels of service delivery.*

**END**

Issued by: South African Local Government Association

For further comment please contact  
SALGA's spokesperson on negotiations Tahir Sema on 0768624315.  
Via Twitter @TahirSema