

## **Public servants urged to engage in social dialogue during salary negotiation**

**June 17<sup>th</sup> 2021**

**By. Beverlyne Mbaru / Sedan Mwalo**

The Cabinet Secretary for Labour and Social protection Mr. Simon Mr. Chelugui has asked the public sector players to follow the example of the private sector and engage in social dialogue during negotiation for salaries and remunerations to promote industrial peace and harmony.

Mr. Chelugui, who spoke at a press conference organized by SRC on the outcome of the third public sector remuneration and benefits review cycle, said the public sector should use negotiation as a tool to agree on salaries and remunerations for their mutual benefit.

He said there need for dialogued and engagements during negation for salaries taking into consideration the circumstances and challenges brought by covid-19 noting that there is need to secure jobs, income and welfare of workers while sustaining businesses. The Cabinet Secretary said said the engagement between the employees and employers should be based on performance and productivity.

He said in view of the hard times employees and employers need to revisit their contracts and review their terms and find workable solutions such as reduction of working hours, salaries, leave and half pay or proceed for unpaid leave until the economy bounces back.

The Cabinet Secretary said through mediation by the Ministry, 113 Collective Bargain Agreements have been signed in in both the public and the private sectors. He said the CBAs were mainly signed by the private sector while in the public service medical practitioners and teachers among others were involved.