

Between delays and discontent, TSU's budgetary impact gets out of control and creates uncertainty about the payment of the 13th salary

- The situation got out of control and the Government accounts are under pressure. The insurgencies against the Single Salary Table (TSU) are gaining new contours, putting pressure on the Government's accounts, and increasingly diverging from the essence of the reform and the budgetary impact that had been initially foreseen.



Contrary to the speeches and repeated guarantees that have been given by the Government, the inconsistencies and dissatisfaction with the TSU prevail, even implying delays in the payment of salaries and destabilizing the budget of thousands of Mozambican families.

In fact, until the beginning of this week, five days after the Deputy Minister of Economy and Finance assured that the payment of November wages and part of the respective arrears under the TSU was in the process of being finalized¹, about 30,000 of the 400,000 employees and agents of the State were still desperately waiting for their salaries to be paid, already overdue by almost a week. An inexplicable situation considering the guarantees that were given weeks ago by the Deputy Minister of State Administration and Civil Service when he informed that around 98% of civil servants were already included in the TSU².

The salary payment process is still not proceeding “normally” as informed by the Government and the concerns that were raised by some professional classes about the TSU have not yet been properly addressed. The announcement for Monday, December 5th, of the start of the 21-day strike by the doctors’ class, affecting elective (non-urgent) activities, teaching, and tutoring activities in all public sector health training institutions, is a clear example of the frustration on the part of civil servants with the process of setting new wages.

The implementation of the new salary policy created chaos in the civil service. The situation got out of the control of the Government, which is now trying at all costs to respond to pressure from specific groups that feel wronged by the TSU. Due to the growing tension that has characterized

the process of implementing the new wage policy, with the Government being forced to negotiate directly with groups that feel wronged, the TSU is increasingly diverging from its essence regarding the standardization of salary allocation system in the civil service and the rationalization of operating expenses.

The situation got out of control and the Government accounts are under pressure. Now, the political pressure capacity of the sectors that feel “wronged” – a group that includes teachers, doctors, police, judges and public prosecutors, and the Ministry of Economy and Finance employees themselves, is what determines the course of the new salary policy. While the medical class, for example, is concerned about knowing how much it will earn and how much the State effectively owes in retroactive payments, other sectors complain about delays in payments and are beginning to inquire about the existence of funds to pay the 13th salary that, as recognized by the Minister of Economy and Finance, Ernesto Max Tonela, is hostage to the assessment of the potential financial impacts of the implementation of the TSU, still to be carried out³.

In the beginning, the speeches about the new salary policy model were more serene and auspicious, with guarantees about the existence of funds duly framed in the Social Economic Plan and the State Budget (PESOE) for the payment of wages and almost certain estimates about its potential impacts. Today, only political pressures and uncertainties reign. The budgetary impact of implementing the new wage policy, initially estimated at 9.2 billion Meticaís/semester⁴, is now an unknown quantity for the Government itself, which, it should be remembered, agreed to reduce the civil service wage bill from 13.8% of Gross Domes-

¹ <https://cartamz.com/index.php/politica/item/12432-governo-garante-que-esta-em-processo-de-finalizacao-de-pagamento-dos-salarios-de-novembro-e-os-respectivo-retroactive-in-the-tsu-scope>

² <https://cartamz.com/index.php/politica/item/12381-98-por-cento-dos-funcionarios-publicos-ja-estao-enquadrados-na-tsu>

³ <https://opais.co.mz/governo-ainda-nao-sabe-se-vai-pagar-o-13o-salario/>

⁴ <https://www.dw.com/pt-002/mo%C3%A7ambique-tabela-salarial-%C3%BAnica-ter%C3%A1-impacto-semestral-de-142-milh%C3%B5es-de-euros/a-62605873>

tic Product (GDP) in 2021 to 10.8% of GDP by 2026, regardless of the TSU implementation.

At this point, the process of implementing the new wage policy is irreversible and its fragmentation is inexorable. Therefore, it is necessary to recognize the failure of the excessive and blind

standardization of wages in the civil service and to have a frank and open dialogue with the “wronged” to remedy existing concerns. This is a necessary and urgent action, especially considering that the dissatisfied constitute the largest group in the civil service and that they are directly linked to the provision of essential public services.



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