



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL COUNCIL MEETING

REPORT 15 OF 2024

A Public Service Coordinating Bargaining Council (PSCBC) special council meeting was convened on the 3rd of September 2024.

2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS

The Vice - Chairperson (Labour) reported that the meeting of 03 September 2024 was a continuation from the pre – negotiations process that had been previously done, with the presentations on the economic outlooks from both labour and the employer.

The Vice - Chairperson (Labour) further indicated that organised labour had done its work in terms of mandating with members, and consolidating the demands, and it was ready to table its demands for the 2025/26 Public Sector wage negotiations.

Organised labour further reiterated the point that the employer had failed to positively respond to the economic outlook that was delivered in addressing the plight of the workers.

The demands of organised labour would, therefore, directly align to the economic outlook and speak to the challenges and issues that public servants have and currently faced

with, challenges and concerns that the employer has continuously failed to correct.

ORGANISED LABOUR TABLED FOLLOWING DEMANDS FOR THE 2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS:

Cost of Living Adjustment (COLA):

A 12 % wage increase Across the Board (ATB), to cushion the losses that employees suffered from the years 2020 to 2024. The salary increase that has been being demanded, will respond to the economic hardships that employees have suffered in recent years in not receiving wage increases above inflation for the longest time. The purchasing power of employees has dwindled immensely so, without no end in sight.

TERM OF THE ENVISAGED PSCBC SALARY ADJUSTMENT COLLECTIVE AGREEMENT: Due to the trust deficit that has continued between organised labour and the employer, in recent years, especially with the renegeing by the employer of the 2018 salary adjustment agreement, organised labour therefore demands that parties to the PSCBC sign a single term salary

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adjustment agreement for the 2025/26 financial year.

HOUSING/GEHS: Labour demands a R2500 housing allowance base increment to address the challenges that majority of public servants are facing. Labour further demands the review of the PSCBC Resolution 7 of 2015, specifically the review of clause 4.5.6.5.3. to allow for members to be able to cash out their savings once they resign.

Labour further demands the employer standardise a home guaranteed letter across the public sector for workers to be able to purchase their own homes by using the standardised letter if one is not able to continue paying for their own house, one's pension will allow for the property to be paid off in full.

MEDICAL AID: Labour demands a 12% plus medical price index towards the medical subsidy increase. Public servants have been subjected to exorbitant increments on GEMS contributions. In the year 2024, GEMS imposed a 9.4% increase in comparison to 5% that was implemented in the year 2023.

DANGER ALLOWANCE AND SPECIAL ALLOWANCE: Labour demands that the Danger allowance

be increased from the current R597 to R1000, and the special danger allowance to be increased from the current R849 to R1400. Workers are faced with ever increasing dangerous workplaces and the current danger and special allowances are not equivalent to the dangers that workers are faced with.

DEATH GRANT: Labour demands that the employer standardise the current death grant that is being awarded to SAPS and DCS to a standardised amount of R350 000 for applicable categories. Only the Western Cape and Gauteng provinces are applying the death grant to applicable categories, other provinces are not applying the death grant for employees who die in the line of duty.

CHILDCARE AND

BREASTFEEDING FACILITIES:

Labour further demanded that the employer should provide childcare and breastfeeding facilities for employees in the public sector, currently parents are forced to leave their children in childcare facilities that are far from their places of work, and in certain circumstances, the childcare facilities are not conducive. Mothers are forced to stop breastfeeding their babies, due to having to return to work, in most cases, this then breaks the bond between mother and child.

PAY PROGRESSION: Labour demands that the employer apply pay progression for employees beyond the last notch.

RECRUITMENT POLICY: Labour further demands that parties to the PSCBC conclude a collective agreement that will standardise and harmonise the application on recruitment and selection processes across all sectors and departments in the public service.

BURSARY SCHEME: Majority of government employee children cannot afford to be taken to tertiary institutions by parents who are employed in the public sector, most of the children fall within the missing middle and their parents cannot even afford to apply for student loans to allow for their children to attend tertiary institutions. Labour therefore demands that the employer establish bursary schemes for dependants of government employees.

DECENT WORK: labour demands the permanent employment of contract employees e.g. Community Health Workers, Education Assistants and Community Health Workers, these cohort of employees continuously find themselves being exploited and are not getting the deserved benefits they should be getting for the services they are rendering in their respective communities which is equally important as those services that are rendered by permanent staff.

ABOLISHMENT OF LEVELS:

Labour further demands the abolishment of salary levels, 1, 2 and 3 in the public service, and that the

employer introduces salary level 4 as an entry level in the public service.

UNIFORM POLICY: Currently the issue of uniform is regulated and directed by respective sectors, and this has proven to be an inconsistent application for the provision of uniform for applicable public servants. Labour therefore demands that the employer standardise uniform policy across the public sector, to further open opportunity for corruption for those who should be providing uniform to our members.

LONG SERVICE: Labour further demands that employees who have concluded 10 years' service should be awarded R6500 as an incentive for them to continue working in the public sector.

PERFORMANCE BONUS: The employer unilaterally withdrew the issue of performance bonuses being awarded to deserving public servants via a DPSA circular in the year 2023, that was circulated to all the departments in the public service without proper consultation with organised labour. The demand therefore is that the employer reinstate the issue of performance bonuses to deserving public servants in ensuring the morale of employees is increased given the current workplace challenges that many are faced with.

GEPF ANNUAL PENSION INCREASE FOR PUBLIC

SERVANTS: Amendment of Rule 23.2.1 of the GEPF Rules and Laws to allow the increase from the current

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75% of the CPI to 100%. This demand will allow for employees who retire whilst working for the state to enjoy their retirement. The rationale is based on the understanding that the Public Investment Corporation (PIC) has been performing very over the recent years.

We, therefore, want to indicate to our members that the 2025/26 Public Sector wage negotiations have officially commenced in the tabling of demands by labour at the Public Service Coordinating Bargaining Council (PSCBC) on 03 September 2024.

The employer further reported in the same meeting of 03 September 2024, that it would seek a mandate from its principals regarding the tabled demands and respond in a meeting to be confirmed later by the PSCBC Secretariat.

We further want to assure members that the mandate we have been given is very clear and HOSPERSA, is fully committed in being the vanguard of that mandate throughout the wage negotiations.

The 2025/26 wage negotiations are going to greatly test us, in ensuring that collective bargaining is indeed protected, in restoring members trust and confidence in bargaining processes at the PSCBC level.

We equally commit to timeously updating members on the progress of the negotiations at all reasonable

times during the negotiations processes.



Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards.**

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

General Meetings with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

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