



MEMBERS UPDATE: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL 2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS

REPORT 01 OF 2025

Prior to the closure of the Public Service Coordinating Bargaining Council (PSCBC) and most union offices for year-end shutdowns, the parties attempted to finalise the wage negotiations for the 2025/2026 wage negotiations which remain ongoing.

At a Council meeting held on 12 December 2024 it was agreed between labour and the employer to try and fast track the negotiations, that 'off the record' and 'without prejudice' discussions would be held, with a smaller negotiating team on each side, for the purposes of seeing how far each party would be prepared to move to get closer to each other. These sessions and further Council meetings took place up until 20 December 2024.

It must be emphasised to membership that such discussions are *without prejudice* which means that any proposal or offer is an unofficial one and not mandated at this stage by the parties. They are discussed simply to test the waters. Proposals by labour and employer will have to fully mandated by the employer's principals and labour's members before they can become part of a formal agreement.

It was further agreed that the negotiations would be split into two separate processes. One process will deal with the substantive issues, such

as COLA (Cost of Living Allowance or Across the Board Increase), housing and danger allowances, medical aid subsidy, the date or dates that these will be implemented and whether there should be a multi-term agreement or not.

The proposed way forward regarding the 'process' issues is to accommodate demands rejected by the employer with a view to seeing how they could be dealt with down the line without compromising the pace of the substantive negotiations.

Both parties have submitted scenarios where they would consider moving. These are now the subject of further mandating through the respective party's mandating structures.

The process is at the stage where we are awaiting feedback from the employer who had to take labour's off the record proposals to their principals, which include the Ministers of Finance, Department of Public Service and Administration (DPSA) and other government mandating structures for consideration.

A Council meeting is scheduled for 8 January 2025. At this meeting it is hoped that the employer will present a draft agreement that includes the proposals made by labour which can then be presented to membership via

06 JANUARY 2025

organised labour's respective mandating processes to obtain a mandate to accept or reject.



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.

HOSPERSA OFFICES

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)