



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL MEETING

REPORT 06 OF 2025

06 FEBRUARY 2025

On 05 February 2025, representatives from HOSPERSA attended a Public Service Co-ordinating Bargaining Council (PSCBC) meeting to discuss the following items.

SPOUSAL BENEFIT INCREASE

Organised labour indicated that the agenda item was put in abeyance due to the 2025/26 public sector wage negotiations, hence it cannot provide feedback on the agenda item in the council meeting of 05 February 2025.

Parties agreed to defer the agenda item to the next council meeting.

DRAFT AGREEMENT: PICKETING RULES FOR PUBLIC SERVICE

Organised labour indicated that the agenda item was put in abeyance due to the 2025/26 public sector wage negotiations that took precedence, hence there was no feedback from organised labour on the matter.

Parties agreed to defer the agenda item to the next council meeting.

SUBSIDISED-VEHICLE RESTRICTIONS PREJUDICE EMPLOYEES

Organised labour indicated that the agenda item was put in abeyance due to the 2025/26 public sector wage negotiations having taken precedence.

Parties agreed to defer the agenda item to the next council meeting for discussion.

REVIEW OF THE PSCBC RESOLUTION 7 OF 2015 (CLAUSE 4.5.6.5.3)

Parties agreed to remove the agenda item as it formed part of the 2025/26 wage negotiations, as per the draft collective agreement awaiting signature from parties to the council.

GRADE PROGRESSION-OFFICIALS NOT COVERED BY OSD

The employer indicated that grade progression is an individualised employee process, therefore it will be untenable to come with a generic approach in dealing with matter.

Organised labour indicated that it had provided the employer with the names of the employees who were affected by the matter and would want the Department of Public Service and Administration (DPSA) to commit and liaise with the respective departments in finding solutions in addressing the individual grievances of the affected employees raised in the various departments.

The employer further reiterated that the DPSA provides policy support to departments in addressing such issues, however, the employer cannot intervene in issues that warrant

dispute resolution processes as outlined in a collective agreement.

Organised labour further indicated that the matter was tabled due to a lack of implementation by various departments for those employees who qualified for grade progression but are not covered by OSD in line with the collective agreement.

The expectation was that the DPSA should have investigated the list of cases that was provided by organised labour and provide the necessary guidance to departments that were not complying in terms of the implementation of the respective collective agreement.

The employer indicated that where there is an issue of non-compliance regarding implementation of a collective agreement, the affected employees can therefore invoke the necessary dispute resolution processes, i.e., by referring either individual disputes or a collective dispute.

Organised labour noted the employer's submission on the matter and would consult its principals and provide a response in the next council meeting.

THE REVIEW OF THE GPSSBC SCOPE – TO PROVIDE FOR ENTITIES AND STATE-OWNED ENTERPRISES (GPSSBC)

The General Secretary of the PSCBC (OGS) indicated that the council attorneys had provided a legal opinion on the matter, given the complexity of the matter.

Parties requested that the OGS share the legal opinion for information sharing.

GEMS: BOARD COMPOSITION RULES (TRANSFORMATION)

Parties agreed to discuss the item in the next council meeting due to the 2025/26 wage negotiations having taken priority in recent months.

REPORT: MANAGEMENT OF TRADE UNION MEMBERSHIP

Parties, therefore, agreed to defer the agenda item to the next council meeting.

DISCLOSURE INFORMATION: COST OF LEGAL REPRESENTATION

The employer indicated that was still doing some work on the matter, it was putting a mechanism in place to deal with the matter as per the directive that was issued out by the DPSA to various departments. **See attached Annexure 1** (also available on the Hospersa website).

Organised labour requested the employer to circulate the directive to get a mandate from principals and provide a response in the next council meeting.

Organise labour further proposed that the agenda item be retained on the agenda of the council for monitoring purposes.

IMPLEMENTATION OF THE JOB EVALUATION AND JOB GRADING SYSTEM

The employer indicated that the new job evaluation and job grading system was currently being implemented by various departments.

Organised labour noted the submission by the employer and requested that it be given time to consult with its principals and provide a response in the next council meeting.

Organised labour further proposed that the agenda item should be retained for monitoring of the new system.

NEW MATTERS

THE REVIEW OF RESOLUTION 1 OF 2003 DISCIPLINARY CODE FOR THE PUBLIC SERVICE – EMPLOYER

The employer requested to defer the new agenda item to the next council meeting.

EARLY RETIREMENT WITHOUT PENALISATION OF BENEFITS – EMPLOYER

The employer tabled a presentation on the matter. **See attached Annexure 2** (also available on the Hospersa website).

The employer reported that in the year 2023 a study was conducted by the employer and the results thereof

indicated that the public service was aging drastically, especially in the education and health sector.

The percentage of officials aged 55 years and above increases dramatically to an average of 33% in the education and health sector.

Post that study that was conducted, the employer opted to rejuvenate the public service by making sure that the younger generation enters the public service, but with the intention of retaining the necessary skills and institutional memory.

One of the mechanisms that the employer is introducing is for employees to take early retirement without penalisation of benefits.

Currently legislation does not allow for additional financial benefits at early retirement. i.e., the purpose of this agenda item is to start consultation with organised labour, on the proposed public service exit programme (early retirement) without penalisation of pension benefits as well as retirement with financial incentives.

Over 213 619 public servants will be reaching retirement age in the next 10 years and out of 52 330 will reach 65 years of age in the next 1 to 5 years whilst 16 289 (aged 55 to 59) will be reaching 65 years in the next 10 years.

One of the measures that the employer will be utilising as an intervention in the creation of an inter-generational public service mix is the introduction of an early retirement benefit.

Early retirement programme will be entailed as follows; early retire without penalisation of pension benefits in terms of section 16 (6) of the Public Service Act, 1994 (PSA) for employees aged 55 to 59 with an additional incentive calculated at two (2) weeks financial incentive for the first twenty years of pensionable service the employer will incentivise employees of the ages between 50 - 59 years.

The early retirement exit programme is a voluntary programme that will run for two financial years, i.e. 2025/26 and 2026/27.

An evaluation to determine whether a further need for such ongoing financial support for the exit programme is required, the necessary discussions regarding that financial support will be undertaken.

The target for the first phase of the 2025/26 financial year is 30 000 employees to partake in the early retirement exit programme.

The second phase will be undertaken in the 2026/27 financial year.

The recommendation by the employer is for organised labour to consider the early retirement exit programme as was presented.

Organised labour raised the following issues: that there are currently serious shortages in the education and health sector, serious infrastructural challenges in the public service, teachers who are coming straight from universities who are not able to teach, etc. therefore, the employer would have to do a lot of work to make organised labour amenable to the proposals that have been presented.

Organised labour further requested that the employer share the study that was conducted to check the aging public service, and that the employer also share the inter-generational mix skills transfer plan that it has in place as part of addressing this agenda item.

Organised labour indicated that currently the health sector is experiencing serious shortage of nurses, and yet there is no proper plan to close the gaps that are currently there.

Organised labour further reported that nursing colleges and teacher colleges were closed, and curriculums were altered without the necessary consultation with organised labour which created the current challenges as seen in the health and education sectors.

Organised labour raised a concern that the employer had not provided any succession plans for the entire public service especially for critical sectors, which has also resulted in a lack of inter-generational skills transference in the public service.

The employer noted all the concerns and questions that were raised by organised labour and requested it be afforded more time to address all the issues raised and respond in a special council meeting to be convened on 11 February 2025.

TRANSFER OF REMAINING FUNCTIONS FROM DEPARTMENT OF HOME AFFAIRS TO THE BORDER MANAGEMENT AGENCY – EMPLOYER

The employer reported that the agenda item was a residual matter that emanated from the financial year 2022/2023.

Dr. Mike Masiapato (Border Management Agency – Commissioner) tabled a presentation on the matter. **See Attached Annexure 3** (also available on the Hospersa website).

Organised labour noted the presentation by the BMA Commissioner and provide a response and position in the special council meeting to be convened on 11 February 2025.



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