



MEMBERS UPDATE: PSCBC 2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS

REPORT 13 OF 2024

The 2025/26 public sector wage negotiations commenced with a PSCBC (Public Service Coordinating Bargaining Council) special council – pre negotiations meeting on 07 August 2024.

Both the employer and organised labour presented their economic outlooks in that meeting.

As expected, the employer pleaded poverty, for the upcoming 2025/26 public sector wage negotiations, however, it must be made categorically clear that HOSPERSA refuses for members to receive a below inflation wage increase.

Our mandating processes regarding demands from members were finalised on 03 June 2024 for the PSCBC wage negotiations processes to continue in line with the signed amended collective agreement on wage negotiation protocols, i.e., the PSCBC Resolution 2 of 2024 - Amendment to Resolution 3 of 2017- Negotiation Protocol Agreement.

In terms of PSCBC Resolution 2 of 2024, parties to the PSCBC agreed to adhere to set timelines for the upcoming wage negotiations, considering the state's budgetary processes.

Organised labour was expected to have tabled demands by now, what is gravely concerning is the fact that FEDUSA public sector affiliated trade unions have been on track in adhering to the timelines as set out in the protocols agreement, however, some of the trade unions in the other federation have been moving goal posts as and when it has suited them, which is disadvantaging our members, as HOSPERSA.

It must be further noted that HOSPERSA wants the 2025/26 public sector wage negotiations to move with the necessary expediency and utmost transparency, so that our members are given what is owed to them.

Unnecessary delay tactics by other unions will not assist organised labour in making sure that public servants get what is owed to them by the employer.

We want to therefore assure our members that we will not allow our members to be disadvantaged by those who want to selfishly delay processes, for their own inherent gains which have not to date been communicated to us.

Furthermore, our members should not be discouraged by the unnecessary delays by some of the trade unions in the PSCBC, ours is to fully stay the course until the very

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end, in ensuring that members get a wage increase, that is deserving of their sacrifices as public servants, a wage increase that ensures that members are able to navigate the current economic difficulties they are constantly faced with.

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Why join Hoppersa?

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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