



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL COUNCIL MEETING – CONTINUATION OF THE 2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS

REPORT 16 OF 2024

The Public Sector wage negotiations continued, with convening of a PSCBC Special Council meeting on the 10th of September 2024.

The Employer tabled a response to the demands that organised labour had in a previous sitting on 03 September 2024.

The Employer rejected the following demands by organised labour.

- **COLA (COST OF LIVING ADJUSTMENT)** The Employer rejected a 12% salary increase for employees on salary levels 1 to 12.
- **TERM** – The Employer rejected the demand for a single term agreement to be concluded for the 2025/26 wage negotiations.
- **HOUSING/GEHS** – The Employer rejected labours demand of a R2500.00 increase on the housing allowance across the board. The Employer further rejected the demand to amend clause 4.5.6.5.3. of the PSCBC Resolution 7 of 2015.
- **MEDICAL AID** – The Employer rejected a 12% plus Medical Price Index (MPI) increase across all medical aid schemes.
- **DANGER ALLOWANCE AND SPECIAL DANGER ALLOWANCE** - The Employer rejected the demand on increasing of Danger allowance to

be increased from R597 to R1000, and special danger allowance to be increased from R849 to R1400.

- **DEATH GRANT** – The Employer rejected the demand to standardise the death grant to R350 000 for all applicable categories.
- **PAY PROGRESSION** – The Employer rejected the Introduction of Pay progression beyond last notch.
- **RECRUITMENT POLICY** - The Employer rejected the demand for the conclusion of a resolution to standardise and harmonise the application on recruitment and selection processes across all sectors and departments in the public service.
- **DECENT WORK** – The Employer rejected the demand for permanent employment of all contract employees, e.g. Education Assistants, Community Health Workers (CHWs), and Reservists.
- **THE EMPLOYER REJECTED THE DEMAND FOR THE ABOLISHMENT OF LEVELS 1 TO 3 IN THE PUBLIC SECTOR.**
- **UNIFORM POLICY** – The Employer rejected the demand for the standardisation of Uniform Policy across the public sector

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- **LONG SERVICE** – The Employer further rejected the demand for employees who have concluded 10 years in the public service to be awarded R6500.
- **PERFORMANCE BONUS** – The Employer rejected the demand on the reinstatement of a performance bonus across the public sector.
- **GEPF ANNUAL PENSION INCREASE FOR PUBLIC SERVANTS** – The Employer rejected the demand for the Amendment of Rule 23.2.1 of the GEPF Rules and Laws to allow the increase from the current 75% of the CPI to 100%.

The Employer was not averse to the following demands:

- **BURSARY SCHEME** – The Employer supported the principal of a comprehensive funding model and further indicated that currently there was work that was being done by the Department of Higher Education on investigating the possibility of having a comprehensive funding model in addressing the missing middle issue in terms of student funding. The PSCBC should therefore, acquire those

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progress reports for tabling at the level of the PSCBC on a regular basis.

- **Childcare and Breastfeeding Facilities** – The Employer proposed the establishment of a task team at the level of the PSCBC. The PSCBC will therefore be able to make a joint submission that will explore the provisions of breastfeeding facilities and related matters to the programme.
- The joint submission will also allow for parties to explore the possibility of making inputs to the Gender Responsive Budgeting process.

The Employer thereafter tabled the following offer for the 2025/26 Public Sector Wage Negotiations:

Term of the Agreement	A three (3) - year Multiterm agreement, to cover the 2025/26, 2026/27 and the 2027/28 financial years.
COLA (Cost of Living Adjustment)	2025/26 – a pensionable salary increase of 3 % for levels 1 to 12. 2026/27 – a pensionable salary increase of 3% for levels 1 to 12. 2027/28 – a pensionable salary increase of 3% for levels 1 to 12
Pay Progression	The current PSCBC collective agreement on pay progression to be retained for continued pay progression implementation.

GEHS	Engagements on housing matters at should continue at the level of the PSCBC GEHS Committee, for progress reporting.
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- The Employer continues to plead poverty at the expense of our members.
- We remain steadfast in ensuring that the plight of our members is addressed and refuse to allow the employer to continue in exploiting members for their own benefit.
- We required the Employer to commence the 2025/26 wage negotiations with utmost transparency and a willingness to want to change the status of employees in the public service, which to date has not been the case, and it is utterly disappointing.
- Organised labour has requested space to consult its principals and constituencies on the response that was given by the Employer and provide a consolidated response in a follow up meeting to be confirmed by the PSCBC secretariat.

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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.