



PUBLIC SERVICE COORDINATING BARGAINING COUNCIL SPECIAL COUNCIL MEETING – UPDATE OF THE PSCBC 2025/26 WAGE NEGOTIATIONS

REPORT 20 OF 2024

22 OCTOBER 2024

Parties to the Public Service Coordinating Bargaining Council (PSCBC) convened a PSCBC Special Council meeting on 22 October 2024 to continue with the 2025/26 Public Sector Wage Negotiations.

The Special Council meeting was convened post the finalisation of the facilitation process that was invoked and agreed to by parties to the PSCBC, in terms of clause 5.3 of the PSCBC Resolution 2 of 2024.

The Office of the General Secretary (OGS) tabled a facilitation report emanating out of the 2025-26 Public Sector Wage Negotiations facilitation process that commenced from 01 October 2024 to date. **See attached Annexure 1.**

The below provides a summary of the demands as initially tabled and the current respective positions by both the employer and labour.

COST OF LIVING ADJUSTMENT (COLA)

Employer Position		
Financial Year 2025/26	Financial Year 2026/27	Financial Year 2027/28
The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increases of CPI for the financial year 2025/2026.	The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increases of CPI for the financial year 2026/2027. To include the safety clause for a lower limit of 4%	The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increases of CPI for the financial year 2027/2028. To include the safety clause for a lower limit of 4%

	and upper limit of 6% for CPI increase	and upper limit of 5% for CPI increase. The increase to be the CPI figure in between the upper or lower limit.
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Organised Labour Position

Financial Year 2025/26	Financial Year 2026/27	Financial Year 2027/28
The employer shall pay employees on salary levels 1-12 including those remunerated in terms of an OSD in the Public Service, a pensionable salary increases of 7.5% (CPI plus 2,8%) for	The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increases of (CPI plus 2,5%) for	The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increases of 8.5% (CPI plus

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North-West (018-462-3692)

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

the financial year 2025/2026.	the financial year 2026/2027.	1.5%) for the financial year 2027/2028.
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TERM OF THE WAGE AGREEMENT

Organised labour still retains its position of parties to the council concluding a single term wage agreement

The employer still retains its position of concluding a multi-term wage agreement.

GOVERNMENT EMPLOYEES HOUSING SCHEME (GEHS)

Labour retains its position of increasing the current housing allowance from R1784.00 to R2000.00 per month.

The employer retains its position of increasing the housing allowance from the current R1784.00 to R1900.00 per month.

The Employer’s position in amending clause 4.5.6.5.3 of PSCBC Resolution 7 of 2015, to allow employees who resign or have been dismissed from the public service to receive the full value of their savings (GEHS Individual Linked Savings Facility) should be a trade off in regarding COLA.

Organised labour’s position remains in that parties amend clause 4.5.6.5.3 of the PSCBC Resolution 7 of 2015, to allow employees who have resigned or have been dismissed from the public service to be allowed to cash out their full value of savings without it being a trade-off for COLA.

Furthermore, organised labour’s demand for the employer to consider implementation of the adjusted housing allowance from 1st December 2024 remains.

MEDICAL AID

Labour Position	Employer Position
a) Demand of 12% plus MPI across all medical aid schemes.	The employer shall continue to pay the medical aid subsidy to
b) To consider subsidy increase of the % related to the annual salary adjustment plus MPI	qualifying employees in terms of the MPI (Medical Price Index) of the previous financial year, as per the provisions of the applicable PSCBC Resolution.

amend the SSSBC Service Allowance Agreement (SSSBC Agreement 1 of 2023) to be in line with the amount of the special danger allowance of R920.00 currently payable in the public service and the allowance must increase annually with CPI as it is with the standard danger and special danger allowance in the broader public service increase.	shall increase the current service allowance from R700.00 to R920.00 per month.
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DANGER ALLOWANCE

Labour Position	Employer Position
The Danger Allowance increased from R597 to R1000, and the Special Danger Allowance increased from R849 to R1400.	Increase danger allowance to from R597 to R650 Increase special danger allowance to R920.
Parties to the Safety and Security Sectoral Bargaining Council (SSSBC) are directed to	The employer shall initiate the review of the service allowance dispensation for the police to make provision for the CPI linked adjustment on an annual basis and

DEATH GRANT

Labour’s position remains, for parties agree to the equalisation of the death grant across the South African Police Service, Department of Correctional Services and Provincial Traffic Inspectors. The employer still does not agree to the demand.

PAY PROGRESSION

Labour Position	Employer Position
The pay progression threshold should be removed to allow for pay progression payable beyond the last notch.	The introduction of pay progression beyond the maximum notch of a salary range would require a new remuneration model. The demand undermines the remuneration framework and will impact on the balance of fair compensation with long term fiscal sustainability.

ABOLISHMENT OF LEVELS

Labour Position	Employer Position
The abolition of salary levels 1-3 with the introduction of the public service salary range on level 4.	The principles underpinning the grading system consist of six occupational competency levels. Salary levels 1 - 3 forms part of the Elementary positions within the occupational competency level. Removing the Elementary level will skew the grading system utilized in the Public Service. Furthermore, these salary levels form the backbone of a department, handling essential tasks that support higher-level functions. These

	roles ensure that day-to-day operations run smoothly.
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CHILDCARE AND BREASTFEEDING FACILITIES

Parties agreed to the following process to be followed in addressing the demand: The PSCBC will conduct research on the state of readiness in Departments for the establishment of childcare and breastfeeding facilities.

The research will be guided by the minimum requirements for the establishment of such facilities as published by the Department of Social Development and conducted in collaboration with work already done within Departments.

The research must be completed within 6 months from the date this agreement enjoys a majority.

BURSARY SCHEME

Parties agreed to the following process to be followed in addressing the demand: The PSCBC must conduct research that will assist in developing a funding model for the children of public servants, in obtaining financial assistance for tertiary studies.

The research must consider the work being done by the Department of Higher Education and Training on developing a comprehensive funding model.

The research must be concluded within 12 months of this agreement enjoying majority signature.

DECENT WORK

Labour Position	Employer Position
Demands the employment of all contract employees in amongst other the Education assistants, Community health workers and police reservist.	While the government is committed to programmes that seek to promote permanent employment and poverty alleviation, the provision of temporary employment and other forms of employment should be seen within the concept of progressive realization of socio-economic rights, taking into consideration availability of resources and financial constraints.

UNIFORM POLICY

Parties agreed to the following process to be followed in addressing the demand: Parties appreciate the need for a standardised supply of uniform and protective clothing in public service.

Parties agreed to establish a working committee to review the provisions of PSCBC Res 3 of 1999 Part XVII that relates to uniform policy as to consider the relevancy and compliance of the provisions agreed to.

The review must be concluded within 6 months from the date this agreement enjoys a majority.

RECRUITMENT POLICY

Parties agreed to the following process to be followed in addressing the demand: Parties agreed to establish a working committee review the current recruitment practices within the public service within different Departments allowing observer status for trade union representatives. The review must be concluded within 6 months from the date this agreement enjoys a majority.

LONG SERVICE

Labour Position	Employer Position
Employees who have concluded 10 years in the public service should be awarded R6500.	The demand is not affordable.

PERFORMANCE BONUS

Labour Position	Employer Position
Demands the reintroduction of the practice by paying performance bonuses to staff performing above average.	The DPSA is currently reviewing the rewarding good performance. The demand should find a place with the process being undertaken.

NOTING:

INCREMENT/ IMPLEMENTATION OF ALLOWANCES:

Labour Position	Employer Position
Position is that increments of allowances as within this agreement must be linked to either the CPI or MPI increment as per the provisions of the current collective agreements regulating such. Labour is not in agreement that it's "double dipping".	Principle position of the employer is that where increments on allowances is done, such should be a single increment within the first year of implementation. Therefore, the CPI or MPI increment will only be applicable in the financial year after the adjustment of the allowances.

Parties agreed to start with their respective mandating processes regarding the above positions and revert to the council in continuance with the wage negotiations at the PSCBC.

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