



## PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL SPECIAL MEETING

### REPORT 15 OF 2025

On 23 July 2025, representatives from HOSPERSA attended a Public Service Co-ordinating Bargaining Council (PSCBC) special meeting to discuss the following items.

#### ACTUARIAL INTEREST -GEPF

The Government Employees Pension Fund (GEPF) tabled a presentation on the Actuarial Interest Factors Consultation process. See attached Annexure 1.

The respective annexure can be found on the Hopersa website – [www.hopersa.co.za](http://www.hopersa.co.za)

Parties to the council noted the presentation with appreciation and sought the following clarities:

The Employer sought clarity regarding the actuarial interest factors for those who have utilised the two-pot system and those who are on total packages, whether there would be any tax implications?

The GEPF indicated that the implications in terms of tax would only come into effect once a member withdraws during their working life, and for those who opt to withdraw in terms of the two – pot system, their years of service would become slightly lower in terms of the savings pot and that impacts on the actuarial interest factors.

Organised labour indicated that it would be seeking its clarities in writing to the GEPF via the Office of General Secretary (OGS).

#### EARLY RETIREMENT WITHOUT PENALISATION OF BENEFITS

Organised labour indicated that it was still retaining its position not to agree to a collective agreement being concluded on the matter as proposed by the Employer.

The rationale for the non-conclusion of a collective agreement was based on the understanding that the Employer had indicated from the onset that it was consulting on the Early Retirement Process (ERP) process, which by its very nature would not have required the signing of a collective agreement.

The Employer sought clarity whether organised labour was amenable to engage on the ERP process or not?

Organised labour indicated that it was indeed amenable to having further engagements on the matter, provided the Employer was able to respond on the issues that were raised in the special council meeting of 10 June 2025.

The Employer indicated that the issue of benefits attached to the ERP process warranted the matter to be negotiated on, the additional incentives that were attached to the

ERP process required the Employer to undertake negotiations, even though the understanding remained that the ERP would be a voluntary process.

The Employer further indicated that organised labour should indicate whether there were any other substantive issues that warranted the attention of the Employer, for such issues should be clarified in the special council meeting of 23 July 2025.

Organised labour indicated that it would not change its position and therefore, maintained its initial not to have a collective agreement concluded on the matter, and it was assured that consultation processed on the ERP had been exhausted.

Parties, therefore, deadlocked on the matter, and the agenda item was thereafter removed from the agenda of the council.

++++++

