

Feedback: PSCBC special Council meeting – 3 September 2024

Wage negotiations for 2025/26-financial year have commenced

Members are referred to the previous edition of the *Informus* (copy can be obtained at www.psa.co.za or from PSA Provincial Offices). On 3 September 2024, a special Council meeting was convened where the PSA and other labour organisations tabled the consolidated wage demands for the 2025/26-financial year. The primary demand was for a 12% across-the-board increase and a single-term agreement. The following additional demands were also tabled:

- Housing allowance: Labour demanded that the housing allowance be increased to R2 500 and continue to increase, based on CPI. Additionally, employees should be paid out their savings from the housing scheme upon resignation or termination.
- Medical-aid subsidy: Labour called for a 12% increase plus the medical price index across all medical-aid schemes and for PSCBC Resolution 4/2017 to be reviewed.
- Danger allowance: Labour proposed increasing the danger allowance from R597 to R1 000 and the special danger allowance from R894 to R1 400.
- Death grant: Labour demanded standardisation of the death grant to R350 000 for all applicable categories.
- Child and breast-feeding facilities: Labour called for the implementation of child and breast-feeding facilities in the public sector.
- Pay progression: Labour demanded that pay progression be implemented beyond the last notch.
- Recruitment and Selection Policy: Labour called for standardisation of the application of the Recruitment and Selection policy across the public service.
- Bursary scheme: Labour proposed introducing a bursary scheme for dependents of government employees.
- Permanent employment of contract workers: Labour demanded the permanent employment of all contract workers, e.g., education assistants, community health workers, and reservists.
- Abolishment of levels 1-3: Labour proposed abolishing levels 1-3 and introducing level 4 as the entry-level.
- Uniform Policy: Labour called for standardisation of the uniform policy across the public service.
- Ten-year service award: Labour proposed that employees who have completed ten years of service in the public service be awarded R6 500.

- Performance bonus: Labour demanded the reinstatement of the performance bonus across the public service.
- GEPF annual pension increase: Labour proposed increasing the GEPF annual pension increase for public servants from 75% of CPI to 100% of CPI and reviewing rule 23.2.1 of the GEPF rules and laws.

The above demands have already been presented to the employer. The employer has noted the demands tabled by labour and will revert shortly with a response.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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