

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

24-10-2024

## Update: Public Service wage negotiations - 2025/26-financial year

### MANDATE REQUIRED!

Members will recall from the previous *Informus* that the PSA with other unions tabled salary demands to the employer. The previous *Informus* outlined these demands. The employer tabled a counteroffer of a 3% salary increase for the next three years. Labour rejected the employer's offer. Owing to the fact that the employer and unions were far apart on the demands, parties agreed to a facilitation process to try and reach consensus. At a special Council meeting on 22 October 2024, the employer proposed the following:

#### Salary increase

The employer offered CPI (4.7%) for 2025/26. For the financial years 2026/27 and 2027/28, the employer also proposed a salary increase of CPI respectively. The CPI for those two years still has to be determined. The demand from labour is 7.5% for a single term. Labour will only accept a multi-term agreement if the employer considers an increase of CPI plus 2.5% for the 2026/27-financial year and CPI plus 1.5% for the 2027/28-financial year.

#### Allowances

The employer proposed the following adjustments:

- **Homeowners Allowance** increase from R1 784 to R1 900 as conditional offer, provided unions agree on the final offer of the cost-of-living adjustment.
- **Medical-Aid Subsidy** to increase with Medical Price Index (MPI) of the previous year.
- **Danger Allowance** of R597 to R650.
- **Special Danger Allowance** from R849 to R920.
- **Service allowance dispensation for police** increase from R700 to R920.

During the facilitation process, parties also agreed to defer the following demands to be further discussed at Council:

- Death grant
- Childcare and breastfeeding facilities

- Bursary Scheme for public servants' dependents
- Standardisation of the Uniform Policy across the public service
- Standardisation for application of the Recruitment and Selection Policy

After extensive engagement, the employer also rejected the following demands by unions:

- Payment of pay progression beyond maximum notch.
- Abolishment of salary levels 1 to 3 and introduction of salary level 4 as entry level for the public service.
- Award of R6 500 for employees who have completed ten years of service.
- Permanent appointments for reservists, educator assistants, and community healthcare workers.
- Reinstatement of the performance bonus.

**The draft agreement is *attached*. Members are requested to provide the PSA with a **MANDATE** to indicate whether they **ACCEPT** or **REJECT** the revised offer by the employer in totality.** Members should use the following link to submit their mandate: <https://bit.ly/3Acu0DU> Members can also liaise with PSA Provincial Offices to submit a manual mandate. **Voting closes on 11 November 2024 at 15:00.**

Members will be informed of developments.

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

Reuben Maleka  
**GENERAL MANAGER**