

## PSCBC wage agreement signed by majority unions

The PSA officially informs members that the PSCBC collective agreements on cost-of-living adjustment and improvement of conditions of service have now received majority support from trade unions in the PSCBC. With seven out of eight trade unions signing the agreements, these have become binding and effective. As previously reported, two agreements were concluded: One addressing substantive issues and the other covering process-related matters.

### Substantive agreement provisions

#### Cost-of-living adjustment (COLA)

- 2025/26-financial year: 5.5% salary increase (previously 5%).
- 2026/27- and 2027/28-financial years: Adjustments aligned to Consumer Price Index (CPI).
- CPI will be capped between 4% and 6%.

#### Housing allowance

- April 2025: Increase from R1 784.55 to R1 900.
- July 2025: Additional CPI-based increase.

#### Individual-linked savings facility (ILSF)

- Effective 1 April 2025, employees resigning or dismissed will receive the full value of their savings under PSCBC Resolution 7/2015.

#### Medical-aid adjustments

- 2025/26-financial year: Adjustments aligned with Medical Price Index (MPI).
- 2026/27- and 2027/28-financial years: Adjustments of MPI + 0.5%.

#### Danger allowance

- April 2025: Increase from R623.29 to R650.
- July 2025: Additional CPI-based increase.

#### Special danger allowance

- April 2025: Increase from R931.82 to R950.
- July 2025: Additional CPI-based increase.

### **Service allowance for police**

- April 2025: Increase from R700 to R950.

### **Process agreement provisions**

The employer and organised labour have agreed to address additional demands through separate processes and a collective agreement, as follows:

#### **Death grant**

A working committee will develop the framework for payment conditions within nine months.

#### **Comprehensive danger insurance**

A working committee will conclude research and recommendations for a new danger dispensation addressing gaps in the current allowance framework within three months.

#### **Childcare and breastfeeding facilities**

The PSCBC will conduct research on the readiness of departments to establish these facilities within six months.

#### **Bursary scheme for dependants**

The PSCBC will research a funding model for bursaries for public servants' dependants within twelve months.

#### **Recruitment policy**

A committee will review recruitment practices and propose observer status for union representatives, with a report due in six months.

#### **Uniform policy**

A working committee will review PSCBC Resolution 3/1999 (Part XVII) to ensure relevance and compliance within six months.

#### **Incentive policy framework**

The employer will present the revised policy document, including performance recognition awards, for consultation within six months.

The PSA is pleased to report that 72% of votes from PSA branches accepted the offer, granting the PSA a mandate to sign the agreement.

The PSA remains committed to advocating for the rights and interests of the Union's members. The PSA will continue to monitor the implementation of these agreements and provide updates, as necessary.

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.

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