

## PSCBC: Salary negotiations update – **URGENT MANDATE REQUIRED**

Following negotiations on 8 January 2025, where the employer initially proposed a 5% salary increase as part of a multi-term agreement, further engagements were conducted on 20 January 2025. During this session, the employer presented a final offer with notable improvements:

### 1. 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 the Consumer Price Index (CPI).
- The CPI will be capped between 4% and 6%. In other words, if the CPI is below 4 % members will receive a 4 % increase; if the CPI is above 6% the increase will be 6%. If the CPI is between 4% and 6 % it will be that actual percentage.

### 2. Housing Allowance

- **April 2025:** Increase from R1 784.55 to R1 900.
- Apart from the Increase in housing allowance an additional CPI increase will be implemented in July 2025

### 3. Individual-Linked Savings Facility (ILSF)

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

### 4. Medical-aid adjustments

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

### 5. Danger Allowance

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

### 6. Special Danger Allowance

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

## 7. Service Allowance for Police

- **April 2025:** Increase from R700 to R950.

### Process matters

The employer and organised labour have also agreed to resolve other demands through separate processes and a collective agreement, as outlined below:

- **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 research the readiness of departments to establish these facilities within **six months**.
- **Bursary scheme for dependents:** The PSCBC will research a funding model for bursaries for public servants' dependents 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**.

### YOUR MANDATE IS REQUIRED

PSA members must provide a mandate to accept or reject the offer as a package. If accepted, the multi-term agreement will be binding in its entirety; if rejected, all elements will be declined.

### Voting details

- **Voting will commence on 23 January 2025 from 11:00 and will close on 31 January 2025 at 15:00.**
- Members can vote through:
  1. Clicking the SMS link that will be issued by the PSA on 23 January 2025.
  2. Visiting the PSA website. A ballot link will be emailed to members on 23 January 2025.
  3. Completing manual voting forms (available via shop stewards or PSA Provincial officials).

### Important

- Each member is allowed one vote only.
- Non-PSA members may participate after completing membership forms to join the PSA.
- For manual voting, please contact your shop steward for assistance.

***Your participation in this process is crucial to ensure that your voice is heard!***

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