



PUBLIC SERVICE WAGE NEGOTIATIONS UPDATE BULLETIN

21 January 2025

Issued by the office of the Secretariat

This bulletin serves as an update on the public service wage negotiations. In the last update on the public service wage negotiations, we had indicated that the employer had tabled at the Public Service Coordinating Bargaining Council a revised offer from 4.7% to 5%.

The union mandated its negotiators to continue engaging the employer to further improve the offer as this was not declared as final position of the employer. A Special PSCBC Council Meeting was convened on Monday 20 January 2025, wherein the employer tabled its final offer as follows:

DEMAND

EMPLOYER'S OFFER

Term of the Agreement:

The employer is proposing a 3 year multi- term agreement for financial years: 2025/2026;2026/2027 and 2027/2028

COLA:

- The employer revised the offer from 5% to 5.5 % for the year 2025/2025
- FY 2026/2027 Projected CPI only
- FY 2027/2028 Projected CPI only
- This proposal includes the capping of inflation: this means that inflation will deemed to be 4% in case the projected CPI is below 4% and 6% in case the projected is above 6%.





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Housing Allowance and Reviewal of Resolution 7 of 2015:

- Increase of the Housing allowance from R1 784 to R1900
- Agree to Review PSCBC Resolution 7 of 2015 to allow workers exiting the public service through dismissal and resignations to receive their savings from the individually linked savings facility.
- To fast track the full establishment of the GEHS administration and institutional architecture by 30 June 2025

Medical Aid:

- The medical aid subsidy to be increased as follows:
- 2025/2026 with Medical Price Index only
- 2026/2027 with Medical Price Index plus 0.5%
- 027/2028 with Medical Price Index plus 0.5%

Danger Allowance:

- The danger allowance to be increased from R623.29 to R650.00 for the financial year 2025/2026 (01st April 2025)and thereafter by CPI in July as per the current resolution
- Special Danger Allowance from R931.82 to R950 on 01 April 2025 and thereafter by CPI in July as per the current resolution.
- The service allowance for Police to be increased from R700 to R950.00 from 01 April 2025 and will be adjusted with CPI every year from 2026.

Process Demands including the following:

Death Grant Recruitment Policy
Childcare Facility Bursary
Comprehensive Danger Allowance
Uniform Policy
Incentive Policy Framework

- As reported previously the parties have agreed to establish the PSCBC sub- committees that must research and work on modalities to realise these listed demands in fixed time frames and monitoring of these processes must happen and continuous reports must be tabled in council on regular basis.





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IMPORTANT ANNOUNCEMENT



The employer indicated that this was now a final offer and as such council processes must be followed in that once the agreement is signed by the employer, unions will have 21 days to sign or the agreement will fall off. It is important to note that the only difference from the previous communication is an improvement of the Cost of Living Adjustment percentage from 5% to 5.5% and the rest remains the same.

The union will continue consulting members on the final offer, we therefore encourage all members to attend the workplace membership general meetings called by shopstewards and regional leadership to give a final mandate to our negotiators. The mandates will be consolidated at regional level, provincial level and later at the national bargaining forum by the 19 February 2025.

END

