



BULLETIN ON THE 2025/2026 PUBLIC SERVICE WAGE NEGOTIATIONS UPDATE

SEPTEMBER 2024

This bulletin serves to update members on the 2025/2026 Public Service Wage Negotiations at the Public Service Coordinating Bargaining Council (PSCBC).

On the 20th August 2024, the union convened its National Public Service Bargaining Forum to consolidate the national demands of the union. On the same day, the COSATU Joint Mandating Committee (JMC) convened to consolidate COSATU public sector demands which were then taken to the meeting of the Independent Labour Caucus (FEDUSA and SAPU) for consolidation.

All unions' negotiators were mandated to consolidate one comprehensive labour demands for presentation in the joint labour principal's meeting which took place on the 02nd September 2024. The leadership of all recognised unions in the PSCBC agreed on the following demands to be presented to the employer:

Consolidated Demands

ITEM	CONSOLIDATED DEMAND
Term of the Agreement	Single Term Agreement
Cost of Living Adjustment [COLA]	12% Across the Board
Government Employees Housing Scheme	<p>Reviewal of the PSCBC Res 7 of 2015, clause 4.5.6.5.3 in that it should be amended to allow all workers who are exiting the public service to receive their accumulated savings from the Individual Linked Savings Facility.</p> <p>Housing allowance to be increase to R2500.</p> <p>The employer must standardise the issuing of guarantee letters giving the state guarantee when members want to buy houses through commercial institutions.</p>
Government Employees Medical aid	Contributions to be increased by 12% plus the Medical Price Index. Contributions and subsidy to be applicable to all medical aids
Danger allowance	Danger allowance in the public service should be increased from R597 to R1000 and increased annually by CPI. That Special Danger Allowance must be increased from R840 to R1400
Death grand	That there should be harmonisation of death grand across public service to expand to all other sectors and be placed at R350 000
Child facility	That there should be provision of childcare institutional facilities in the public sector.
Pay progression	Introduction of Pay progression beyond last notch



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Performance Bonus	Demand the withdrawal of the circular that directed departments not to pay the performance bonus and re-introduction of the performance bonus.
Recruitment policy	Conclusion of a resolution to standardise and harmonise the application on recruitment and selection processes across all sectors and departments in the public service
Long Service	Long Service Awards to be payable from the 10th year of service in the public service, attached with monetary value of R6500.
Uniform Policy	Harmonisation and standardisation of provision of uniform in the public sector.
Bursary Scheme	Bursary schemes for dependants of government employees, especially those who are termed missing middle.
Child Facility	That there should be provision of childcare institutional facilities in the public sector.
Decent Work	Permanent employment of all contract employees Education/ teacher Assistants, Community Healthcare Workers, and Reservists.
Abolishment of levels	Abolish levels 1, 2, 3 in the public service. Introduction of salary level 4 as entry level.
GEPF Annual Pension Increase for Public Servants	Amendment of Rule 23.2.1 of the GEPF Rules and Laws to allow the increase from the current 75% of the CPI to 100%.

Indeed, the first session of negotiations took place on the 03rd September 2024 where labour collectively presented its demands to the employer at the PSCBC. In responding, the employer requested to be afforded an opportunity to go back to their principal to ponder on the demands as presented and committed to revert back to the council upon their reflection to our demands and ready to respond.

We will continue to update members on the progress of the public service wage negotiations.

END.

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