



FOR PSA MEMBERS: **COMPANIES AND INTELLECTUAL PROPERTY COMMISSION (CIPC)**

01-08-2025

Feedback: CIPC Bargaining Forum Meeting - 30 July 2025

Members are aware that negotiations are underway at the CIPC after labour tabled their demands for cost-of-living adjustments and conditions of service. The employer had committed during the meeting on 25 July 2025 to obtain a refreshed mandate after labour rejected the initial offer for 3%. Parties met on 30 July 2025, and the employer presented its final offer as follows:

Organised labour's proposal	Employer's response to organised labour's demands
Term of agreement – single term	Agrees with proposal
Cost-of-living adjustment – 10% across-the-board for all employees in the Bargaining Forum	The employer is offering a cost-of-living adjustment of 5.8% across-the-board for all employees in the Bargaining Forum
Data allowance and WiFi-infrastructure upgrade	The employer is offering a 5% increase on data allowance
Medical-aid subsidy for pensioners to be increased with medical-price index	<p>The employer is offering an increase on medical-aid subsidies for pensioners as follows:</p> <ul style="list-style-type: none"> • Pensioner member without dependents: The employer will increase the subsidy from R925 to R1 810. • Pensioner member with dependents: The employer will increase the subsidy from R1 810 to R3 620 maximum. • Employees employed after 2013: The employer will embark on a feasibility study and table the matter for further engagement at the National Bargaining Forum.

The employer could not accede to all other demands, *i.e.*, provision of cellphones to all employees, additional leave encashment, and consideration of experience instead of academic qualifications when making appointments. However, the employer is willing to consider the bursary for employees' dependents and the matter will be discussed further in subsequent meetings.

YOUR MANDATE IS REQUIRED!

The PSA members must provide a mandate to **ACCEPT or REJECT** the offer as a package. If accepted, the agreement will be binding in its entirety. If rejected, all elements will be declined.

Voting details

- Voting commences on **1 August 2025** from **09:00** and closes on **4 August 2025** at **09:00**.

Members can vote by:

- Using the following link: <https://rb.gy/r0k52g>
- Clicking the SMS link that will be issued by the PSA on 1 August 2025.
- Visiting the PSA website: Ballot button displayed on home page.
- Completing manual voting forms (available via shop stewards or PSA Provincial Offices)

Important

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

Members' participation in this process is crucial to ensure that their voice is heard.

Employees who want to join the PSA can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER