



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

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23-06-2025

## What is happening at CIPC?

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

Members will recall that a general meeting was convened where inputs for the COLA negotiations for the 2025/26-financial year were submitted. The PSA is pleased to announce that the demands were submitted to the employer on 19 June 2025 through the Secretariat of the Collective Bargaining Forum. Negotiations will resume in due course.

The following consolidated demands were submitted:

- Across-the-board 10% for employees falling under the Bargaining Forum.
- Provision of cellphone allowance for all employees.
- Data allowance to be increased by 50% and Wi-Fi router speed to be increased from 20mbps to 100mbps to align with current operational demands and ensure uninterrupted workflow.
- Leave encashment to be adjusted by two additional days.
- Medical-aid subsidy for retired employees to increase annually in line with the medical price index (medical inflation rate).
- Bursary for dependents of CIPC employees.
- Single-term agreement for the 2025/26-financial year.

### Chairpersonship of Bargaining Forum

Members are aware that the term of the Bargaining Forum Chairperson expired in January 2025. However, the employer appointed the new Chairperson despite having pending issues to be concluded by the Chairperson. Subsequently, the Chairperson contract was extended by six months until 18 June 2025 to allow for conclusion of pending issues. Further, the Chairperson submitted a handover report which was incomplete. In particular, the issue of Organisational Development was not adequately addressed. The PSA urged the employer to urgently conclude the pending issues with the Chairperson to allow the normal running of the Forum with the new Chairperson as the salary negotiation process is long overdue.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER