



FOR PSA MEMBERS **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

05-12-2025

Update: Key developments that affect members

Draft agreement: Picketing rules for Public Service

The PSA, together with other labour parties, continues engagements with the employer on the draft picketing rules for the Public Service. The objective of these rules is to ensure orderly picketing that allows employees to exercise their rights freely whilst protecting public infrastructure, non-picketing employees, and the broader public. Labour previously submitted further inputs and proposals on various clauses, and recent engagements have resulted in improved clarity, consensus, and reasonable compromises on several areas. The only outstanding clause requiring further alignment is Clause 11, which deals with the Peace Obligation and the Role of the Police. Parties have tasked the PSCBC with refining the draft to reflect areas of agreement and highlight provisions requiring further consultation. The matter will remain on the agenda for finalisation in upcoming meetings.

Disclosure of information: Cost of legal representation

The PSA has consistently opposed the widespread use of external legal representatives in internal disciplinary processes, as this undermines internal labour relations capacity and results in unnecessary expenditure. At the September 2025 meeting, the employer presented partial expenditure figures, and at the December meeting, updated information was submitted following escalations to heads of departments. Total spending on external legal representation now stands at R206 839 767.61, with Provincial Departments accounting for R66 636 166.90 and National Departments for R140 203 600.71. The Department of Home Affairs recorded the highest expenditure at R109 628 843.96, followed by the Department of Forestry, Fisheries, and the Environment at R4 625 026.21. The PSA maintains the Union's firm stance that internal disciplinary matters should be handled by departmental labour relations officials. The PSA will ensure that this matter remains on the Council agenda.

PSCBC-levy increase

Members are reminded of the PSCBC's proposal to increase the levy by R1 per party, raising the monthly contribution from R1.84 to R2.84 per employee equivalent to R5.68 when matched by the employer. The increase is necessary to address financial challenges currently faced by the Council, as the existing levy is insufficient to meet operational requirements. Labour indicated that internal consultation processes were still underway. The PSA concluded its consultation process on 25 October 2025, with no objections received from members. As a result, the PSA will proceed to sign the agreement.

ESC ruling: Minimum service determination

Members were updated on developments regarding the Essential Services Committee (ESC) ruling of December 2024, which included guidelines for developing minimum service agreements (MSAs). Concerns raised in the PSCBC led to further engagements with the ESC, which confirmed that its ruling does not prescribe a uniform minimum-service ratio and that determinations should be made per sector or province. Implementation of the ruling remains suspended whilst engagements continue. The GPSSBC and PHSDSBC, being the most affected sectors, have already begun internal consultations, and ESC training on the MSA process was held on 27 November 2025. Labour also requested that the workshops be extended to all provincial chambers to ensure consistent understanding across the Public Service.

Update: Government Employees Housing Scheme (GEHS)

As previously reported to members, the PSA remains a member of the GEHS Working Committee. Parties have agreed to convene a principals' workshop, which will assess the work done by the Committee thus far and ensure that all measures taken are in line with the mandate and best interest of members. The Elected programme-planning committee will meet during the week of 8 to 12 December 2025 to set up the programme for the workshop.

Employees who wish to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices for assistance.

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