



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

10-01-2025

What is happening at the PSCBC?

Latest on the wage negotiations!

As previously reported to members, the salary negotiations are still ongoing and resumed on 8 January 2025. Off-record sessions held before the December 2024 adjournment were used to explore various scenarios to bridge the gap between the parties. These discussions have resulted in revised positions from both sides.

The employer's revised offer includes the following:

Cost of living adjustment (COLA):

- 5% increase for the 2025/26 financial year, up from the previous offer of 4.7%.
- Increases for the financial years 2026/27 and 2027/28 will be based on the projected CPI.
- Organised labour has revised its demand to 6%.

Housing allowance:

- The base allowance will increase from R1,784.55 to R1,900 in April 2025.
- A further increase in CPI will be implemented in July 2025.
- This is a significant improvement as there will be two (2) adjustments in the housing allowance for the financial year 2025.
- In the financial year 2026 and 2027 the allowance will be adjusted in line with CPI

Individual-linked savings facility (ILSF):

- The PSCBC Resolution 7 of 2015 will be amended to allow employees exiting the public service through resignation or dismissal to receive the full value of their savings from 1 April 2025.

Medical Aid:

- Adjustments will align with the Medical Price Index (MPI) for 2025/26.
- MPI + 0.5% adjustments will apply for 2026/27 and 2027/28, an improvement from earlier offers.

Danger allowance:

- The allowance will increase from R623.29 to R650 in April 2025.
- A further CPI-based increase will take effect in July 2025.

Special danger allowance:

- The allowance will increase from R931.82 to R950 in April 2025.
- A CPI-based increase will follow in July 2025.

Service allowance for the Police:

- The allowance will increase from R700 to R950, effective April 2025.

Process matters:

- Parties have agreed to conclude a separate collective agreement to address other demands that can be resolved through ongoing processes.

The PSA acknowledges the improved offer and believes that the minimal gap between the parties' positions provides a basis for further engagement. The PSA remains committed to securing an agreement that best serves the interests of its members.

The PSA will continue to negotiate the best possible offer for our members and will seek a mandate before we agree on any offer.

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

Reuben Maleka
GENERAL MANAGER