PSA The Union Of Choice InformUS

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

16-10-2025

What is happening in the PSCBC?

Disclosure of information: Cost of legal representation

As previously reported, the PSA has consistently opposed the use of external legal representatives in internal disciplinary hearings, as this undermines fairness and efficiency in the Public Service. Organised labour had requested the employer to disclose the financial impact of this practice. During the September 2025 Council meeting, the employer shared partial information collated from Provincial and National Departments for the previous financial year:

- Provincial Departments (79% submission): R33 077 605.56
- National Departments (partial submission): R8 836 898.80
- Total reported to date: R41 914 504.36

At the Council meeting on 14 October 2025, the employer reported that it is still awaiting outstanding information from departments that have not yet submitted data. The matter has been escalated to Heads of Departments through the DPSA Director-General to ensure compliance. The employer indicated that data is slowly trickling in as departments respond but did not wish to table incomplete information again. The full report will be shared with organised labour once all submissions have been received. The PSA is firm in the Union's position that internal disciplinary hearings should be managed by Labour Relations officials, and that reliance on external legal practitioners inflates costs and undermines internal capacity. The matter will therefore remain on the Council agenda for further engagement.

Proposed PSCBC levy increase

Members are informed of developments regarding the proposed levy increase presented by the PSCBC Secretariat. The Council has proposed an increase of R1 per party, raising the total monthly contribution from R1.84 to R2.84 per employee. With the employer's matching contribution, the total levy would amount to R5.68 per employee. The increase is intended to address the Council's ongoing financial challenges, as the current levy is no longer adequate to meet operational and statutory obligations. During the Council meeting on 14 October 2025, the Secretary of Council appealed for the increase to take effect immediately after the collective agreement receives a majority of signatures, instead of the initially proposed 1 April 2026. The employer supported the proposal in principle and expressed willingness to implement the increase earlier, urging labour parties to consider the request.

The PSA has noted the proposal and invites members to submit any objections or comments on the proposed increase or its implementation date to *velucia.maluleke@psa.co.za* by **25 October 2025**. Members will be updated once consultations are concluded and a final decision is made.

Minimum Service Agreement in Public Service

As previously reported, the Essential Services Committee (ESC) issued a ruling in December 2024, together with a framework and guidelines for developing Minimum Service Agreements (MSAs). Following concerns from parties in the PSCBC regarding the interpretation of the directive, the Council engaged the ESC for clarification. The ESC confirmed that the ruling does not prescribe a fixed ratio for minimum service levels, as these cannot be applied uniformly across the Public Service. Instead, ratios must be determined in sectors or provinces, guided by the framework and service-specific requirements.

The PSA raised concerns that the ESC appeared to have started implementing the ruling directly in provinces, particularly in the Department of Social Development. Although this was initially denied, later correspondence confirmed that provinces were being instructed to finalise MSAs within strict timeframes, with the risk of imposed Minimum Service Determinations (MSDs) if they failed. Following the PSCBC's intervention, the ESC has suspended the implementation of its ruling and will not ratify any MSAs until engagements with the Council are concluded. The ruling affects all sectors, except Education, with the GPSSBC being the most impacted. A working committee will be established to coordinate the process, and departments are identifying employees rendering essential services.

This is a major undertaking expected to produce approximately 15 000 collective agreements across the Public Service. The PSA will continue to monitor developments and protect the rights and interests of members throughout this process.

Update: Government Employees Housing Scheme (GEHS)

The PSA, as part of the GEHS Working Committee, continues to monitor the implementation of the Housing Scheme. The Department of Public Service and Administration (DPSA) previously reported on the administration of the housing allowance and the termination of its agreement with *SA Home Loans*. Concerns remain regarding the DPSA's in-house GEHS model, which is inconsistent with the *Public Service Act* and lacks the necessary authority to provide financial services. A revised feasibility study has since recommended a multi-stakeholder model involving National Treasury, the GEPF, PIC, and *First Home Finance*. The PIC has shifted its approach towards an Expression of Interest (EoI) process, which will be followed by an open tender. The GEPF has also benchmarked the GEHS against the Transport Sector Retirement Fund's housing initiative, identifying gaps such as inadequate market research and limited spatial planning. To address these, the GEPF is considering the procurement of technical experts to support the identification of viable housing development sites. Parties have agreed to convene a joint workshop with union and government leaders to assess progress and ensure that the process remains aligned with the mandate and expectations of public servants. The date and logistics of the workshop will be confirmed in due course.

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.

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