



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

19-11-2025

## Feedback: PSCBC meeting – 12 November 2025

The following agenda items were discussed:

### Status: GEMS

The General Secretary reported that the PSCBC/GEMS Working Committee meeting was held on 11 November 2025 following the letter that was received by the GEMS, communicating a 9.8%-medical increase for 2026. This is after the Committee met in September and GEMS shared information with the Committee, which according to GEMS, constituted the consultation. This was rejected by the Committee, which called on GEMS to make a presentation of the unacceptable increment to the Council. The 9.8% increment was rejected by the Council. It was maintained that consultation with GEMS did not take place but rather that information was shared and after the September meeting, labour expected GEMS to return so that consultation could commence. Subsequently, labour AGREED that owing to the urgency of the matter, unions must engage with their principals on the matter and provide feedback to the Council on the way forward. Although the medical-aid increase is not a negotiable issue but a consultative matter, GEMS cannot arbitrarily put a percentage like it did and the PSA will consider remedies available to address the matter.

### Draft agreement: Picketing Rules for Public Service

Members are aware that the employer presented a draft agreement for Picketing Rules for Public Service for labour consideration. The necessity of concluding picketing rules is to ensure orderly picketing in the Public Service where employees would be able to exercise their rights without any hindrance and also to ensure protection of employer infrastructure, employees not picketing, as well as members of the public. In this meeting, labour responded to the employer's document with inputs and proposals on certain clauses. Upon engagement, there was clarity, consensus, as well as compromises on certain clauses, which led to parties finding each other. The document is *attached* for mandating processes (draft *attached* for ease of reference). Members who have objections and comments can send these to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) on or before **25 November 2025**.

### Disclosure of information: Cost of legal representation

Members will recall that the PSA consistently opposed the use of external legal representatives in internal disciplinary hearings as this undermines fairness and efficiency in the Public Service. Further, the

employer had previously reported that only partial information was received from provincial and national departments for a total cost of R41 914 504.36. In this meeting, the employer reported that although there was much improvement on the submission owing to escalation to HODs through the DPSA Director-General, it was not ready to present the report. Labour raised concern, noting that the matter has been on the agenda for some time.

### **Status report: GEHS**

Members are aware that the PSA, as the 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*. Parties raised concerns regarding the DPSA's in-house GEHS model inconsistency with the *Public Service Act* and lack of necessary authority to provide financial services. Parties concluded that owing to the complexity of the matter and necessary work that need to be done pertaining to feasibility study that would require a multi-stakeholder model involving National Treasury, the GEPF, the PIC and *First Home Finance*, a joint workshop should be conducted between unions and government leaders. In this meeting, it was reported that the Minister of Public Service and Administration wrote a letter to the PSCBC to assist in arranging the said workshop. Further, the employer reported that an employer Committee was established and is finalising its submission. The process is ongoing. Labour noted the report and called for prioritisation of the workshop as the matter is long overdue. Members will recall that the overarching objective of the GEHS is to ensure accessibility to housing for public servants as most of them are not affording decent housing whilst their pension scheme is amongst the biggest in the world but not benefiting the very members. It is a fight that the PSA is not prepared to lose as the Union wants to ensure that members optimally benefit from their pension money.

### **ESC ruling: Minimum Service Determination**

The PSA previously reported that 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. Members were made aware that the engagement with the ESC led to the suspension of the implementation of its ruling and will not ratify any MSAs until engagements with the Council are concluded. In this meeting, it was reported that the two sectors that are most affected, *i.e.*, the GPSSBC and PHSDSBC, are having internal meetings in their sectors and that training has been arranged for 27 November 2025 where the ESC will take parties through the MSA process.

### **Submission: Levy funding**

Members are aware that the Council 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. In this meeting, organised labour reported that it was still busy with internal processes and committed to conclude these before the end of November 2025. Members are reminded that the PSA

invited objections and comments, which closed on 25 October 2025. The process is thus underway to conclude on the matter.

### **Council strategic planning session 2026-2031**

The Council Strategic Plan is coming to an end and there is a need for a strategic planning session to plan for 2026 to 2031. The General Secretary reported that the session has been planned for 2 to 5 March 2026 and parties were requested to urgently respond regarding the suggested thematic areas.

### **2022 Personnel Expenditure Review Report**

Members will recall that the employer previously tabled the 2022 Personnel Expenditure Review Report for engagement at the Council where organised labour requested an opportunity to peruse the voluminous report for proper engagement. In this meeting, labour reported that it was still studying the document and would advise when ready to engage.

### **Committee reports**

Members are aware that the conclusion of wage negotiations resulted in the conclusion of PSCBC Resolution 2/2025 regarding matters that were referred to further processes. Subsequently, two Collective Bargaining Committees were established. These Committees provided progress reports in the meeting. The reports are *attached* for ease of reference. The reports were noted and the work done by both Committees appreciated.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER