



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

20-10-2025

Update: PSCBC Resolution 2/2025 – Outstanding matters

The PSA wishes to inform members of the latest developments and discussions taking place at the PSCBC. These discussions fall under the framework of PSCBC Resolution 2/2025, which deals with process matters aimed at improving the working conditions of public servants. Two technical committees have been established to drive the implementation of these matters, and the following provides an update on progress to date:

Public danger insurance scheme

Pursuant to organised labour's demand, the PSCBC has continued work on the development of a public danger insurance scheme intended to provide an additional layer of protection for employees exposed to hazardous working conditions. A preliminary legal opinion confirmed that the proposed insurance scheme will not replace existing COIDA or danger allowance benefits but will instead serve as a complementary measure. An actuary has been appointed to assess the cost implications and coverage scope of the scheme. However, further information is still required regarding the total number of employees to be covered. Labour parties, including the PSA, are in the process of finalising their consolidated inputs on key aspects of the scheme, such as benefit scope, funding, and implementation. A special meeting will be convened within the next two weeks to conclude labour's position.

Childcare and breastfeeding facilities

The PSCBC Research Unit has begun engaging the Department of Health on the development of a national framework for childcare and breastfeeding facilities in public-service workplaces. The employer has submitted its preliminary proposals, which will be reviewed by the Research Unit to guide the next phase of development. The aim is to create a policy that promotes work-life balance and supports parents in the workplace.

Public service bursary scheme

Members will recall that the PSA has demanded the establishment of a public service bursary scheme to assist public servants in supporting the tertiary education of their children. The employer has proposed a model similar to the Independent Labour Skills Fund (ILSF), which would function as a self-sustaining investment fund. This fund would generate returns over time to support bursary awards. A follow-up meeting will be scheduled within two weeks to further explore and refine the proposal.

Review: Recruitment Policy

A research report, commissioned under Resolution 2/2025, has identified significant inconsistencies in recruitment practices across departments and provinces, particularly regarding union observer rights during selection processes. The report highlights that some provinces, such as Gauteng and Limpopo, allow union observers, whilst others exclude them entirely. The findings also revealed gaps between policy and practice, resulting in favouritism and bias in recruitment decisions. The PSA and other unions have therefore called for the negotiation of a national collective agreement to standardise recruitment procedures and formalise observer participation. The approach taken by the education sector through ELRC Resolution 1/2021, which promotes inclusive and transparent recruitment, is being considered as a model for the broader public service.

Uniform provision in public service

The PSCBC's research into uniform provision found widespread inefficiencies and inconsistencies in how uniforms are supplied to employees across departments. Three different models are currently used, *i.e.*, direct procurement, allowance-based systems, and cash payments, all of which were found to be ineffective. Delays, poor quality control, and lack of accountability have often forced employees to spend their own money to meet uniform requirements. The research recommends the adoption of a centralised physical supply system with proper funding and oversight to ensure efficiency, quality, and transparency. The PSA has noted this proposal and will continue consulting constituencies before the next meeting.

Review: Disciplinary Code and Procedures

The review of the Disciplinary Code and Procedures in the Public Service is progressing. Organised labour, including the PSA, requested 14 days to consolidate inputs from various unions before presenting the unified position to the employer. The employer has agreed to this request. The next meeting is expected to finalise the consolidated labour submission.

The PSA remains actively involved in all discussions at the PSCBC to ensure that the interests of public servants are protected and advanced. Key areas such as the public danger insurance scheme, bursary fund, childcare facilities, the Recruitment Policy, and the Disciplinary Code continue to receive focused attention from labour and the employer.

Members will be informed of developments following upcoming special committee meetings. The PSA reaffirms the Union's commitment to advocating for fair, transparent, and progressive policies that enhance the working conditions of all public servants. 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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