



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

22-04-2025

What is happening at the PSCBC?

Early Retirement without Penalty on Benefits (ERP)

As previously communicated in the PSA *Informus* (available on the PSA's website from any PSA Provincial Office), the employer has proposed an early retirement programme for public servants that waives the usual penalties associated with early retirement. This initiative forms part of a broader voluntary exit strategy that includes financial incentives.

Who qualifies and what are the incentives?

- **Employees aged 55 to 59:** Eligible employees will receive a financial incentive calculated at two weeks' salary for the first 20 years of pensionable service, plus one week's salary for every additional year of service beyond 20 years.
Example: An employee aged 57 with 25 years of service would receive a total of seven weeks' salary (two weeks for the first 20 years, plus five weeks for the additional five years).
- **Employees aged 60 to 63:** The package offers two weeks' salary for the first ten years of service, plus one week's salary for each year thereafter.

The employer has tabled a draft collective agreement for organised labour's consideration, which outlines the goals of the ERP programme, the incentive structure, and implementation mechanisms. The PSA, together with other labour unions, has requested additional information to assess the legal implications and potential impact on individual members and the public service as a whole. As soon as the additional information is obtained from the employer, the draft agreement will be circulated to members to provide the PSA with inputs.

The PSA urges members to approach this offer with careful consideration. Whilst the incentive may seem attractive, members must weigh the decision against long-term financial sustainability, especially considering the rising cost of living, healthcare, and medical expenses. The PSA strongly recommends that members consult with qualified financial advisors before making any commitments. Decisions should not be driven solely by short-term financial relief but should consider the broader implications of retiring early.

Members will be informed of developments.

Public servants who wish to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Office.

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