



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

25-09-2025

Feedback: PSCBC Council Meeting

Disclosure of information: Cost of legal representation

The PSA has consistently opposed the use of legal representatives in internal disciplinary hearings, as this undermines fairness and efficiency in the Public Service. Organised labour therefore requested cost data, rather than just a directive on the matter. In the recent Council meeting, the employer provided the requested information, which was collated and shared with the Secretariat. The data, broken down into Provincial and National Departments, covers the previous financial year. Some Departments have not yet submitted, but the figures received so far are as follows:

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

The employer argued that some cases are legally complex and involve criminal syndicates, citing the Department of Home Affairs (DHA) as an example. The PSA strongly rejected this reasoning, noting that the DHA has made excessive use of lawyers, even in minor misconduct cases. Such matters should be dealt with by Labour Relations Officials. Reliance on lawyers unnecessarily inflates costs whilst weakening internal capacity. The matter will remain on the agenda for further engagement at the next Council meeting.

Proposed levy increase at PSCBC

Members are informed of the proposed levy increase presented by the PSCBC Secretariat. Since its inception, the PSCBC has been funded mainly through levy contributions. In 27 years, the levy has only been increased once (via Resolution 2/2013), which introduced an annual CPI adjustment. Currently, the levy is R1.82 per party per month (a combined R3.64 per employee). However, this amount is no longer sufficient to cover the Council's operational and statutory obligations. A comparison with other Councils shows that the PSCBC levy is far below:

- ELRC: R22.26
- GPSSBC: R17.46
- PHSDSBC: R10.00
- SSSBC: R15.28

- PSCBC: R3.64

To address this gap, the PSCBC has proposed an increase of R1.00 per party. This would bring the contribution to R2.84 per party (R5.68 in total) with effect from 1 April 2026, subject to agreement by all parties. The employer has already agreed, whilst labour will consult members before responding. A draft collective agreement on the levy increase has been shared for consideration. Members are invited to provide inputs or raise objections to the PSA by emailing velucia.maluleke@psa.co.za no later than **30 September 2025**.

Minimum service agreement in Public Service

Members are reminded that the Essential Services Committee (ESC) issued a ruling in December 2024, accompanied by a framework and guidelines for developing Minimum Service Agreements (MSAs). Following the ruling, parties in the PSCBC raised concerns about the interpretation of the directive and requested the Council to invite the ESC for clarification. Engagements were subsequently held with the Deputy Chairperson of the ESC, who confirmed that:

- The ruling does not prescribe a fixed ratio for minimum service levels, as this cannot be applied uniformly across the Public Service.
- Ratios must instead be determined by parties within sectors or provinces, using the framework and guidelines as a reference.

The PSA noted with concern that the ESC appeared to have started implementing the ruling directly in provinces, particularly in the Department of Social Development, by pushing for the conclusion of MSAs. Whilst the Deputy Chairperson denied this, describing provincial engagements as “awareness sessions,” later correspondence from the ESC Chairperson confirmed that provinces were indeed being instructed to finalise MSAs within strict timeframes, with the threat of ESC-imposed Minimum Service Determinations (MSDs) if they failed. At the most recent PSCBC Council meeting, it was reported that Exco is still considering the modalities for implementing the ruling. The PSA will continue monitoring developments and ensure that members’ rights and interests are protected during this process.

Update: Government Employee Housing Scheme (GEHS)

As previously reported to members 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 housing allowance administration and the dissolution agreement with *SA Home Loans*. Concerns remain, however, about the DPSA’s in-house GEHS model, which does not align with the *Public Service Act* and lacks the authority to provide financial services. A revised feasibility study recommended a multi-stakeholder model involving National Treasury, GEPF, PIC, and *First Home Finance*. The PIC has since adjusted its approach to an Expression of Interest (EoI), to be followed by an open tender process. In addition, the GEPF benchmarked the GEHS against the Transport Sector Retirement Fund housing project, which highlighted gaps such as the absence of proper market research and spatial planning. The GEPF has therefore considered the procurement of experts to address these gaps and identify suitable housing development sites. The PSA will continue to update members and ensure that their interests are protected throughout this process.

Early retirement packages (ERP)

The PSA wishes to update members on progress regarding the employer's proposal on Early Retirement without Penalisation (ERP). Organised labour and the employer have concluded consultations, and it was agreed that implementation will proceed without a collective agreement. This means that ERP will be finalised outside the Council process. The PSA is, however, maintaining close engagement with the employer to ensure that members' rights are protected. The employer confirmed that internal processes are at an advanced stage, and a Circular to guide provinces and departments on ERP applications is expected once finalised.

Members are urged to carefully consider the long-term financial implications, especially pension sustainability, before submitting applications. The PSA will continue to monitor developments and provide further updates once the employer issues the implementation Circular.

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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