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

02-11-2026

Feedback: PSCBC meeting

Recruitment Policy (union observer status)

Members were previously informed that the PSCBC had conducted research on recruitment practices arising from PSCBC Resolution 2/2025**,** with particular focus on the involvement of trade union representatives in recruitment processes. The research recommended that parties consider concluding a collective agreement establishing a framework for the compulsory involvement of trade union representatives in recruitment processes. Following the said process, a draft collective agreement providing a framework for trade union observer status in recruitment processes was recently presented to the PSCBC for consideration and discussion by parties. The draft agreement represents the next stage in the PSCBC's engagement on this matter and will be subject to further consideration and negotiation by parties. To ensure that the PSA's engagements are informed by members' practical experiences and concerns, the draft collective agreement is *attached* and circulated to members for inputs and comments. Members are encouraged to carefully consider the proposed provisions and identify any areas that may require clarification, amendment or strengthening. Inputs and comments on the draft collective agreement must be submitted to Joseph Mashigo at *joseph.mashigo@psa.co.za* on or **before 13 November 2026**. The PSA will consolidate the inputs received to enhance engagements at the PSCBC as deliberations on the draft collective agreement continue.

Uniform Policy (Provision of uniform in Public Service)

Further to the previous update to members, the PSCBC has concluded its research on the provision of uniforms in the Public Service. Amongst the recommendations arising from the research are proposals to centralise procurement and distribution of uniforms and to move towards physical provision of uniforms rather than payment of allowances. Given the potential implications of these recommendations for affected employees, organised labour requested additional time to consult members and structures on the recommendations and the preferred model for uniform provision. No final position has therefore been reached on the proposed model. The matter will be discussed further at the next meeting following the consultation process.

Government Employees Housing Scheme (GEHS)

The Secretariat of the Council reported that the envisaged workshop on the GEHS was further delayed, and it will be convened as soon as the task team confirms the date. The PSA is concerned about the

constant delays, which affected access to housing assistance for public servants. Members will be informed of developments.

Essential services and minimum service agreements

It was previously reported to members that parties supported the development of a PSCBC framework to guide negotiations, conclusion, and implementation of the Minimum Service Agreement (MSA) across all departments and sectors. Parties agreed that the proposed framework would be used to monitor the implementation of section 74 of the *LRA* and develop clear dispute procedures. Labour reported that there are fragmentations in various sectors about the implementation of the MSA and advocated for a strengthened collaboration. Labour requested that the matter be deferred to the next Council meeting, so that the consultation with relevant stakeholders could be finalised.

Public College Administration Measures (PCAM)

It was previously reported that a draft PCAM document was submitted to the Minister of Public Service and Administration for consideration and inputs. The draft document aims to regulate the conditions of service of Educators in the Higher Education sector. The employer reported that it was still busy with internal consultation and requested that the matter be deferred to the next Council meeting.

Signing of collective agreement: Picketing rules

Members will recall that the draft agreement on picketing rules was circulated for inputs and comments. Following the conclusion of this consultation process, the draft agreement was presented for adoption. Parties agreed that the draft agreement would be circulated for mandating and subsequent signing. A period of 21 days will be allocated for this process in terms of the PSCBC Constitution. Members are afforded a final opportunity to raise any objections to the signing of the agreement and provide reasons for their objections. In the absence of reasonable objections, the PSA will sign the PSCBC Agreement on picketing rules. Comments and objections must be submitted to *joseph.mashigo@psa.co.za* by **13 November 2026**.

Proposed GEPF rule amendments for fixed-term contract employees

Members will recall that the employer tabled proposed amendments to the Government Employees Pension Fund (GEPF) rules relating to fixed-term contract employees. The proposed amendments seek to distinguish between Heads of Departments and other fixed-term contract employees and link their retirement benefits to the applicable pension age. Labour raised concerns that the proposed amendments could create anomalies and leave affected employees worse off. Labour also questioned the implications of the two-pot retirement system for these employees and cautioned against aligning their retirement arrangements with those applicable to permanent employees. The employer was requested to conduct an actuarial assessment indicating the impact on affected members by age, length of service, and employment category. The assessment should also compare the proposed benefits for employees with less than ten years' service and those with more than ten years' service. Parties agreed to defer the matter to the next Council meeting to allow the employer to clarify the issues raised by labour.

Government Employees Housing Scheme (GEMS)

The Secretary of the Council reported that a product-development task team meeting had been held, during which various changes were proposed. These included a new benefit option called *TOPAS*, positioned between the *Ruby* and *Beryl* options. The proposed option would provide a 10% savings bonus and access to a limited network of healthcare practitioners. The GEMS representative indicated

that the Scheme intended to table its proposed contribution increase for 2028 at the Working Committee. It was reported that proposed contribution increases across various medical schemes ranged between 7.3% and 7.5%, with GEMS proposing an increase of 7.5%. Labour objected to the proposal and demanded that a proper consultation process be followed at the next Council meeting.

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

Reuben Maleka
GENERAL SECRETARY