



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

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09-06-2026

## Feedback: PSCBC Council Meeting

### **Comprehensive danger insurance and death grant**

Parties are implementing PSCBC Resolution 2/2025, which provides for the establishment of a process to develop modalities for a death grant for employees who pass away in the line of duty. This is being considered together with a comprehensive danger insurance benefit, which organised labour maintains must cover all employees exposed to genuine occupational risk. The Committee deliberated on these proposals and noted delays owing to the need for technical input, which has now been provided. However, key issues remain unresolved, including the scope of coverage, qualifying employees, and benefits. There are also differing views on whether existing danger-allowance provisions should be reviewed. A comparative analysis of benefits under the *Compensation for Occupational Injuries and Diseases Act (COIDA)*, Government Employee Pension Fund (GEPF), and Policy and Procedure on Incapacity Leave and Ill-Health Retirement (PILIR) will be conducted, after which the matter will be escalated to Council for further consideration.

### **Childcare and breastfeeding facilities**

Council considered challenges relating to the inconsistent implementation of childcare and breastfeeding facilities across departments. Two options are under consideration, namely strengthening implementation of existing policies or negotiating a collective agreement to introduce minimum standards.

### **Bursary scheme: Children of public servants**

The Committee tasked with considering a model for providing financial assistance to public servants' dependents reported ongoing progress on development of a bursary scheme, including benchmarking against external institutions, ensuring alignment with the Department of Higher Education and Training, particularly National Student Financial Aid Scheme (NSFAS). Further engagement with the department will guide the next phase of discussions before the matter is finalised.

### **Picket rules in Public Service**

A draft of a PSCBC agreement on *Picketing Rules for the Public Service* has been tabled for consideration. The agreement seeks to regulate picketing during protected strike action and ensure that pickets are peaceful, organised, lawful, and properly managed. The draft agreement confirms employees' constitutional and labour rights to participate in peaceful and unarmed picketing in support of a protected strike or in opposition to a lock-out. It requires trade unions to give the employer seven days' written

notice before a picket, indicating the venue, time, number of participants, organisers, marshals, and convenor. Picketing must take place only in public or designated areas and may be conducted during lunch and tea times between 09:00 and 16:00. The union must appoint convenors and marshals to manage the picket and ensure compliance with the rules. Members participating in a picket may carry placards, distribute pamphlets, sing, dance, chant slogans, and be addressed by union officials. However, violence, intimidation, obstruction, damage to property, alcohol or drug use, and possession of weapons or dangerous objects are prohibited. The agreement also places obligations on the employer to respect lawful picketing, not intimidate or discipline employees for peaceful participation, and where reasonably possible, provide access to water and toilet facilities. Disciplinary action may only be taken for misconduct committed during a picket. The PSA is of the view that the draft agreement provides a necessary framework to protect members' rights whilst ensuring orderly and lawful picketing. Members are requested to submit any inputs or questions of clarity to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) by **19 June 2026**. Should no further inputs, objections or questions be received by the deadline, the PSA will proceed to sign the agreement.

### **Equitable support measures to mitigate high transport costs across public service**

The PSA tabled a new agenda item at the PSCBC, calling for employer intervention to assist public servants affected by rising transport costs. The item proposes measures such as hybrid work, flexible working arrangements, transport allowances, fuel relief, shuttle services, and other support for employees who must report physically to work. The employer noted the item and requested the PSA to submit a comprehensive motivation with detailed proposals. The PSA will now prepare a full submission for the employer's consideration. Members are invited to submit inputs and proposals for inclusion in the PSA's submission. Inputs must be sent to [joseph.mashigo@psa.co.za](mailto:joseph.mashigo@psa.co.za) by **19 June 2026**. The PSA is committed to securing practical and fair relief for members affected by the high cost of commuting.

### **Employer report: Implementation of Early Retirement Programme (ERP) and filling of posts**

The PSA formally requested the employer to report to organised labour in the PSCBC on the status of the ERP and the filling of posts. The PSA requested figures on ERP applications, approvals, employees released, vacant funded posts, posts vacated through the ERP, posts filled, and posts currently being filled. The PSA raised this matter owing to concerns about staff shortages, increased workloads, vacancy rates, and the impact of the ERP on service delivery and public-service capacity. The employer noted the request and indicated that a report will be provided to Council. The PSA will continue to monitor the matter to ensure that ERP implementation does not weaken service delivery and that critical vacancies are filled.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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