



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

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23-04-2026

## Feedback: PSCBC

### Implementation: Levy increase at PSCBC

Members are informed that the PSCBC levy agreement has been signed by all parties at the PSCBC. The agreement provides for an increase in the PSCBC levy contribution and will be implemented in April 2026, backdated to 1 December 2025. As a result, members will notice an additional R5 deduction on their PSCBC contribution in April 2026, which is a once-off higher deduction owing to the retrospective implementation covering the period from 1 December 2025.

### Disclosure of information: Cost of legal representation

The PSA continues to firmly oppose the use of external legal representatives in internal disciplinary processes, as this practice undermines fairness, delays proceedings, and weakens internal labour relations capacity. The employer tabled updated information on the cost of legal representation following organised labour's demand for transparency. The information, covering the previous financial year and broken down by national and provincial departments, confirms excessive expenditure on legal representation:

- Provincial departments: R82 871 863.12
- National departments (partial submission): R289 264 350.47
- Total reported expenditure to date: R372 136 213.59

Importantly, the Council also considered a recent Labour Court judgement on PSCBC Resolution 1/2003, which reaffirmed that legal representation is not an automatic right, but may only be permitted in exceptional circumstances at the discretion of the chairperson. This strengthens the PSA's long-standing position against the unnecessary use of legal practitioners. The Council noted that the judgement highlights the urgent need to review and modernise PSCBC Resolution 1/2003, including addressing capacity challenges and regulating external appointments. The PSA will actively participate in this process to ensure that members' rights are protected. The matter remains on the Council agenda for further engagement.

### Essential services and minimum service agreements

The PSCBC continues engagements following the Essential Services Committee (ESC) determination for the public service, which requires minimum service agreements (MSAs) to be negotiated at workplace

level. A joint working committee has been established. A planned workshop was postponed at labour's request. Engagements are underway to secure a new date, with consideration for hybrid participation to accommodate provinces. The PSA remains vigilant to ensure that essential services designations do not undermine the constitutional right to strike.

### **Trade union membership management system**

The PSCBC has conducted two workshops with organised labour to engage on the proposed PSCBC trade union membership management system. Labour raised serious concerns, including:

- Membership verification challenges and member consent;
- Administrative and financial burdens on unions;
- Sensitivity of union affiliation information; and
- Alignment with the *Labour Relations Act* and *Consumer Protection Act*.

It was agreed that a technical task team be established, comprising union membership, IT, and legal representatives, to assess the feasibility of the proposed system and co-design the implementation plan should parties agree to it. No system will be implemented without consensus, ensuring an orderly, consultative process that protects workers and unions.

### **SATBVC pension and PDP matters**

The PSA provides feedback to members following the submission of the SATBVC joint task team report to Parliament and its noting by the PSCBC. The task team was established after concerns were raised by former SATBVC and self-governing state employees regarding pensionable service recognition, pension benefit transfers at the establishment of the Government Employees Pension Fund (GEPF) in May 1996, past discriminatory practices (PDP) benefits, and unpaid leave gratuities and severance packages. After six months of record reviews and engagements involving National Treasury, DPSA, PSCBC, GEPF, GPAA and GEPO, the task team found that the 1996 amalgamation was implemented with sufficient administrative accuracy and that there was no evidence of systemic non-recognition of pre-1996 pensionable service or widespread disadvantage in pension benefit transfers. The task team confirmed that the PDP programme, implemented through PSCBC resolutions, is in its final phase, with most approved cases already paid, and clarified that leave gratuities and severance packages are employer responsibilities. It recommended the closure of the joint task team and the establishment of a high-level policy forum to consider possible reforms, unrecorded service and employer-related claims, with government accepting responsibility for any new redress measures. At this stage, there are no obligations or responsibilities for the PSCBC or parties to Council, including organised labour. The PSA noted the report and will keep members informed of developments.

### **Feedback: Possible establishment of Public Entities Bargaining Council**

The PSA participated in a stakeholder workshop to discuss the proposal to establish a Public Entities Bargaining Council (PEBC). The workshop confirmed that public entities and state-owned entities currently fall outside the scope of the PSCBC owing to legislative limitations. As a result, stakeholders are exploring the creation of an independent bargaining council in terms of *the Labour Relations Act*, initially focusing on schedule 3A public entities. The aim is to address fragmented bargaining, wage disparities, and inconsistent conditions of service affecting employees across public entities. For PSA members, this proposal presents an important opportunity to strengthen collective bargaining, introduce centralised negotiations, and improve labour stability in the public entities sector. However, key issues such as

representation thresholds, voting rights, governance arrangements, and mandating by employers remain under discussion. The PSA will continue to engage actively in this process whilst carefully assessing the risks and benefits to protect and advance members' interests. Updates will be shared as consultations progress.

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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