



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

01-09-2026

Feedback: PSCBC Council meeting - 25 August 2026

PSCBC picketing rules: Request for member mandate

The PSA informs members that engagements at the PSCBC on the Agreement on Picketing Rules for the Public Service have been concluded. The agreement provides procedures for lawful, peaceful, and organised picketing during protected strike action. The PSA believes it is important to finalise and sign the agreement before the next round of salary negotiations in 2027. Should negotiations result in protected industrial action, agreed picketing rules will already be in place and unnecessary delays can be avoided. The PSA intends to sign the agreement and requests members' mandate to proceed. Members who object to the PSA signing the agreement must submit their objections, with reasons, to joseph.mashigo@psa.co.za by **7 September 2026**. If no objections are received by the closing date, the PSA will proceed to sign the agreement.

Relief measures to mitigate high transport costs

A comprehensive proposal on equitable measures to mitigate escalating transport costs was tabled for consideration. The proposal advocates a differentiated package that includes hybrid and remote working arrangements where operationally feasible, flexible working hours, compressed workweeks, employer-supported transport, targeted assistance for employees who must report physically, and location-based deployment where practicable. The proposal recognises that frontline and operational employees cannot always work remotely. It therefore calls for complementary support measures to prevent unequal treatment and recommends the establishment of a joint employer-labour task team to develop a national implementation framework. The employer acknowledged the proposals and requested organised labour to provide more details around financial, operational, and policy implications on submission. A full presentation, which includes the additional information requested by the employer, will be made in the next meeting.

The PSA will continue pursuing this matter through the PSCBC. The Union maintains that the employer must provide a meaningful and equitable response to the financial pressure experienced by employees because of escalating commuting and broader living costs.

Proposed GEPF Rule amendments for fixed-term contract employees

The employer presented proposed amendments to the Government Employees Pension Fund (GEPF) Rules relating to fixed-term contract employees during the PSCBC meeting. The current GEPF Rules

may treat the expiry of a fixed-term contract as retirement, irrespective of the employee's age. The proposed amendments seek to distinguish between Heads of Department and other fixed-term contract employees and to link retirement benefits to the applicable pensionable age.

Under the proposal, ordinary fixed-term employees whose contracts expire before pensionable age would generally receive resignation-equivalent treatment, whilst retirement treatment would apply from pensionable age, subject to the applicable rules and early-retirement reductions. The employer requested organised labour to support the proposed amendments, which are intended to apply prospectively and not disturb benefits already determined or paid.

Organised labour noted the presentation and did not take a final position. Labour indicated that the proposal requires further consideration and that parties will engage on the matter at the next PSCBC meeting after studying its contents and implications for employees. The PSA will carefully assess the proposed amendments to ensure that members' pension interests and accrued rights are protected.

Recruitment Policy (union observer status) and Uniform Policy (provision of uniform in public service)

The PSCBC conducted research on the Recruitment and Uniform policies arising from PSCBC Resolution 2/2025 and presented recommendations to Council for further consideration and engagement by parties. On the Recruitment policy, one of the key recommendations is for parties to consider concluding a collective agreement that provides a framework for the compulsory involvement of trade union representatives in recruitment processes. Regarding the Uniform Policy, the Committee recommended that parties consider establishing a National Uniform Provision Structure (NUPS) as a centralised service provider across departments. It further recommended that physical provision of uniforms should become the standard approach across the public service, instead of direct cash or uniform allowance systems. The reports remain before Council for further internal consideration and will inform future negotiations aimed at developing consistent public service policy frameworks. The two research reports are *attached* for members' information and perusal.

Government Employees Housing Scheme (GEHS)

Council received an update on the proposed engagement between the principals regarding the GEHS. Although a workshop had been scheduled for 17 June 2026, it was postponed at the employer's request. The PSCBC Secretariat is coordinating a new date with the Office of the Minister for the Public Service and Administration. Once a proposed date has been confirmed, it will be referred to labour principals for concurrence. The PSA remains concerned about the continuing delay and will insist that the workshop be convened without further postponement so that the longstanding challenges relating to employees' access to housing assistance can receive the necessary attention.

Essential services and minimum service agreements

Council considered the report arising from the Essential Services Committee workshop held on 2 June 2026. The workshop addressed essential-service designations, minimum service agreements, legislative requirements, staffing challenges, and the need to balance uninterrupted essential services with employees' constitutional right to strike. Parties supported the development of a PSCBC framework to guide the negotiation, conclusion, and implementation of Minimum Service Agreements across departments and sectors. Further engagement between the PSCBC and the Essential Services

Committee will continue, including clarification of dispute-resolution processes and consideration of staffing realities during negotiations.

Members will be informed of developments.

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.

Reuben Maleka
GENERAL SECRETARY