



# FINANCIAL YEAR 2025/2026

## UPDATE WAGE NEGOTIATIONS

### OCTOBER 2024

The above-mentioned matter refers:

- Labour and Employer at PSCBC commenced with wage negotiations on the 12th August 2024 and parties were unable to reach a consensus on the sixteen demands presented by Labour collective.
- Labour and Employer agreed on the facilitation process as a mechanism to find settlement, the engagements started on the 8th October 2024 to 11 October 2024 and still no consensus was reached between the parties.
- The facilitation report on where parties are in terms of labour demands and employer response on the demands was formally adopted as council document on the 22 October 2024 for parties to seek further mandate.
- Kindly find below the table outlining labour demands and employer's response, updates on wage negotiations will be communicated on regular basis.

DEMAND	LABOUR POSITION	EMPLOYER POSITION
<b>Cost of living Adjustment</b>	2025/2026 Financial year 7.5% (CPI+2.8%)	2025/2026 Financial Year 4.7% (CPI)
<b>TERM</b>	Single term, willing to consider multi-term if employer for financial year 2026/2027 adjust salaries with (CPI+2.5%) and for financial year 2027/2028 adjust salaries with (CPI + 2.5%).	Multi-term, 2026/2027 Financial year employer will adjust salaries with CPI and include safety clause for lower limit of 4% and upper limit of 6% and for Financial Year 2027/2028 adjust salaries with CPI and include safety clause of lower limit 4% and upper limit 5%. The projected CPI for multi-term period will be as determined by the National Treasury during the tabling of the main budget for the respective years.
<b>Housing Allowance</b>	<ul style="list-style-type: none"> <li>• Increase Housing Allowance from R1784 to R2000 per month.</li> <li>• Amend clause 4.5.6.5.3 of PSCBC Resolution 7 of 2025 to read as follows: in the event of resignation or dismissal the employee shall receive the full value of savings .</li> <li>• Increment of housing allowance with effect from 1 December 2024.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase Housing Allowance from R1784 to R1900 per month</li> <li>• Employer agrees to amend clause 4.5.6.5.3 of PSCBC Resolution 7 of 2015 but that must be a trade off on Cost-of-Living Adjustment.</li> <li>• The increment on Housing will be with effect from 1 April 2025.</li> </ul>



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# FINANCIAL YEAR 2025/2025 UPDATE WAGE NEGOTIATIONS

OCTOBER 2024



DEMAND	LABOUR POSITION	EMPLOYER POSITION
<b>Danger Allowance</b>	<ul style="list-style-type: none"> <li>Danger Allowance to increase from R597 to R1000 and Special Danger Allowance to increase from R849 to R1400</li> <li>Parties to the Safety and Security Bargaining Council are directed to amend SSSBC Service Allowance Agreement 1 of 2023 to be in line with the amount of Special Danger Allowance of R920 currently payable in the public service and the allowance must increase annually with CPI as it is with standard and special danger allowance in the broader public service.</li> </ul>	<ul style="list-style-type: none"> <li>Danger Allowance increase from R597 to R650 and Special Danger Allowance from R849 to R920.</li> <li>The Employer shall initiate review of the service allowance dispensation for the police to make provision for the CPI linked adjustment on an annual basis and shall increase the current service allowance from R700 to R920 per month.</li> </ul>
<b>Medical Aid</b>	Labour demand 12% plus MPI across all medical aids.	The employer shall continue to pay medical aids subsidy to qualifying employees in terms of MPI of previous financial year, as per provisions of the applicable PSCBC Resolution.

### Death Grant:

Employer and Labour agrees on the following:

- Establish a working committee to focus on modalities for the payment of death grant to all employees who pass on in the line of duty due to criminal and work-related incidents.
- The process to focus on the conditions for qualification, quantum and on how it will be incrementally introduced.
- The review process will not interfere with the current payment of death grant, where the employer is currently paying such death grant
- Committee will conclude the work within 9 months from the date the agreement enjoys a majority.

**Additional Labour Demand: Parties agree to the equalisation of the death grant across the South African Police Service, Department of Correctional Services and Provincial Traffic Inspectors.**

Employer still to seek mandate on Labour demand additional demand.

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OCTOBER 2024



DEMAND	LABOUR POSITION	EMPLOYER POSITION
<b>Pay Progression</b>	Pay progression threshold should be removed as to allow pay progression payable beyond the last notch (top notch).	<p>The introduction of pay progression beyond maximum notch of a salary range would require new remuneration model.</p> <p>The demand undermines the remuneration framework and will impact the balance of fair compensation with long term fiscal sustainability.</p>
<b>Abolishment of Levels</b>	Abolishment of salary level 1-3 with introduction of the public service salary range on level 4.	<p>The principles underpinning the grading systems consists of six occupational competency levels. Salary level 1-3 forms part of elementary positions within the occupational competency level. Removing elementary level will skew the grading system utilised in the Public Service.</p> <p>Furthermore this salary levels form part of the backbone of a department, handling essential tasks that support higher level functions. These roles ensure that day to day operations run smoothly.</p>

## Child Care and Breastfeeding Facilities

Both Labour and Employer agrees on the following:

- PSCBC will conduct research on the state of readiness in Departments for establishment of childcare and breastfeeding facilities.
- The research will be guided by minimum requirements for establishment of such facilities as published by the Department of Social Development and conducted in collaboration with the work done within departments.
- The research must be completed within 6 months from the date the agreement enjoys a majority.

## Bursary Scheme

Employer and Labour agrees on the following:

- Parties note the difficulty faced by public servants on the funding of their children's tertiary education.
- Parties further note that many of the public servants remain in the missing middle bracket.
- Parties therefore agree that the PSCBC must conduct research that will assist in developing a funding model for the children of public servants in obtaining financial assistance for tertiary studies.
- The research must consider the work being done by the Department of Higher Education and Training on development of comprehensive funding model.

The research must be concluded within 12 months from agreement enjoys a majority.

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OCTOBER 2024



DEMAND	LABOUR POSITION	EMPLOYER POSITION
<b>Decent Work</b>	Demand the employment of all contract employees in amongst others the Education assistants, Community Health Care Workers and Police Reservists.	While government is committed to programs that seek to promote permanent employment and poverty alleviation, the provision of temporary employment and other forms of employment should be seen within the concept of progressive realisation of socio- economic rights, taking into consideration availability of resources and financial constraints.

### Uniform Policy

Labour and Employer agrees on the following:

- Parties appreciates the needs for standardised supply of uniform and protective clothing in the public service.
- Parties agrees to establish a working committee to review the provisions of PSCBC Resolution 3 of 1999 Part XVII that relates to uniform policy as to consider the relevancy and compliance of provisions agreed to.

The review must be concluded within 6 months from the date the agreement enjoys a majority.

### Recruitment Policy

Labour and Employer agrees on the following:

- Parties agrees to establish a working committee to review current recruitment practises within the public service, within different Departments allowing observer status for trade union representatives.

The review must be concluded within 6 months from the date the agreement enjoys a majority.

<b>Long Service</b>	Employees who completed 10 years in the public service must be awarded R6500.	The demand is not affordable.
<b>Performance Bonus</b>	Demand the reintroduction of the practice of paying performance bonuses to staff performing above average.	The DPSA is currently reviewing the rewarding of good performance. The demand should find a place with the process being undertaken.

Employer principal position is that where increments on allowance is done, such should be a single increment within the first year of implementation. Therefore, the CPI or MPI increment will only be applicable in the financial year after the adjustment of the allowance.



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