

POPCRU



FINANCIAL YEAR 2025/2026

UPDATE WAGE NEGOTIATIONS

09/01/2025

1. The wage negotiations for financial year 2025/26 resumed yesterday were employer tabled a revised offer comprising of two draft collective agreements.
2. The negotiations on cost-of-living adjustment and improvement of benefits in terms of PSCBC Resolution 2 of 2024 should have been concluded by September 2024, in line with the wage negotiations cycle to align with the government budgetary cycle.
3. We request mandate from Provinces on the two drafts agreements to enable us to conclude wage negotiations on or before 25 January 2025.
4. The first draft collective agreement deals with COLA and benefits and it is as follows:

- Term of agreement: Multi term of 3 years (financial year 2025/26; financial year 2026/27 and financial year 2027/28).
- Cost of Living Adjustment (COLA): financial year 2025/26 revised offer pensionable salary increase from 4.7% to 5%. Financial year 2026/27 pensionable salary increase of a projected CPI. (Projected CPI will be capped between 4% and 6%, if projected CPI for financial year 2026/27 is less than 4% it will be deemed to be 4% and if projected CPI for financial year is above 6% it will be deemed to be 6%) and for financial year 2027/28 pensionable salary increase of a projected CPI. (Projected CPI will be capped between 4% and 6%, if projected CPI for financial year 2027/28 is less than 4% it will be deemed to be 4% and if projected CPI for financial year is above 6% it will be deemed to be 6%).
- Housing Allowance: The housing allowance will increase from R1784.55 to R1900 for the financial year 2025/26 from 1 April 2025 and further increase on 1 July 2025 with CPI as per the determination of PSCBC Resolution 7 of 2015.

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- Medical Aid: Medical Aid to increase with MPI for financial year 2025/26; financial year 2026/27 increase with MPI plus 0.5% and for financial year 2027/28 increase with MPI plus 0.5%
- Danger Allowance: For financial year 2025/26 from 1 April 2025 danger allowance will be adjusted from R623.29 to R650.00 and shall be further increase on 1st July 2025 with CPI as per determination of PSCBC Resolution 4 of 2015.
- Special Danger Allowance: For financial year 2025/26 from 1 April 2025 special danger allowance will be adjusted from R931.82 to R950.00 and shall further increase on 1 July 2025 with CPI as per determination of PSCBC Resolution 4 of 2015.
- Service Allowance for the Police: For financial year 2025/26 from 1 April 2025 service allowance will be adjusted from R700.00 to R950.00 and shall increase with CPI on yearly basis from financial year 2026/27.