



PSCBC MEDIA RELEASE: PUBLIC SERVICE WAGE NEGOTIATIONS UPDATE

PRESS RELEASE:

FOR IMMEDIATE RELEASE

Summary of PSCBC Media Statement on Public Service Wage Negotiations

- **Parties to the PSCBC met on the 08 January 2025 in order to discuss the wage negotiations.**
- **Included in this release is a summary of the revised offer and further matters that Council will deliberate on.**
- **Labour parties have requested time to consult with their members.**
- **A date for the negotiations to continue has been scheduled for the 15 January 2025.**

10 January 2025

The Public Service Co-ordinating Bargaining Council (PSCBC) would like to update members of the media on the ongoing Public Service wage negotiations. Parties to the PSCBC met on the 08 January 2025. The revised position of parties is highlighted below:

Salary Increase:

The State has revised its offer and proposed 5%-salary increase for 2025/26-financial year, this is up from the 4.7% as previously tabled with subsequent increases indexed to the Consumer Price Index (CPI) for 2026/27- and 2027/28-financial years. Organised labour has revised its demand to 6%. If the Projected CPI percentage for the relevant period is less than 4% the Projected CPI for the relevant period will be deemed to be 4% and, in the event, the Projected CPI for the relevant period is above 6%, the Projected CPI will be deemed to be 6%. The term of the agreement will be 3 years.

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Allowances:

Government has offered increases to various allowances; these include:

- Housing Allowance: From R1 784 to R1 900 on 01 April 2025 and will further be adjusted by a CPI determination for 2025/2026.
- Medical-Aid Subsidy: Adjusted in line with the Medical Price Index (MPI) for 2026/27 and 2027/28 it will be MPI plus 0.5%, it was previously MPI without any further percentages.
- Danger Allowance: Increased from R623.29 - R650 for the financial year 2025/2026 and thereafter by CPI.
- Special Danger Allowance will be adjusted from R 931.82 to R 950 on 01 April 2025. The allowance shall also further be adjusted for the 2025/2026 financial year and thereafter by the CPI determination.
- Service Allowance for Police: Increased from R700 to R950 from the 01/04/25 and will be adjusted with CPI from 2026/2027 onwards.

The following will be researched, and position papers will be developed for future negotiations.

- Death Grant
- Childcare and Breastfeeding Facilities
- Recruitment Policy
- Bursary Scheme for Public Servants' Dependents
- Standardisation of Uniform Policy
- Incentive Policy Framework
- Comprehensive Danger Insurance

Labour has requested time to consult with their members and will provide feedback at a Council meeting scheduled for 15 January 2025.

The PSCBC commends both parties for their dedication and constructive engagement in working towards a potential agreement. Their continued commitment to dialogue demonstrates a shared vision of promoting harmonious labour relations and sustainable solutions for all stakeholders.

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