

RESOLUTION 1 OF 2025

AGREEMENT ON THE PAYMENT OF SALARY ADJUSTMENTS AND IMPROVEMENT OF CONDITIONS OF SERVICE IN THE PUBLIC SERVICE FOR THE FINANCIAL YEARS 2025/2026, 2026/2027 AND 2027/2028

1. OBJECTIVE

To provide for an agreement on the payment of salary adjustments and improvement of conditions of service of employees employed in the public service for the financial years 2025/2026, 2026/2027, and financial year 2027/2028.

2. SCOPE

2.1. This agreement binds the state as the employer and all employees who:

2.1.1. are employed by the State; and

2.1.2. fall within the registered scope of the Council.

3. PARTIES AGREE AS FOLLOWS

3.1. That the employer shall pay the employees on levels 1 – 12 and those appointed in terms of an OSD in the Public Service pensionable salary increases for the financial years 2025/2026, 2026/2027, and 2027/2028 as follows:

Public Service Bargaining Centre, 260 Basden Ave, Lyttelton, Centurion, Pretoria, 0176

P.O. Box 3123, Lyttelton South, 0176

Tel: (012) 644-8100 • Fax: 086 619 7884

E-mail: info@pscbc.org.za • Website: <http://www.pscbc.org.za>

All correspondence must be addressed to the General Secretary of Council



3.1.1 For the Financial Year 2025/26

3.1.1.1 The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increase of 5.5% for the financial year 2025/2026.

3.1.2 For the Financial Year 2026/2027

3.1.2.1 The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increase of a Projected CPI for the financial year 2026/2027.

3.1.3 For the Financial Year 2027/2028

3.1.3.1 The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD in the Public Service a pensionable salary increase of a Projected CPI for the financial year 2027/2028.

3.2 Projected CPI Capped

3.2.1 If the Projected CPI percentage for the relevant period as contemplated in clauses 3.1.2.1 and 3.1.3.1 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%.

3.2.2 If the projected CPI for the relevant periods as contemplated in clause 3.2.1 is between 4% and 6%, the projected CPI increment for the specific period will be deemed to be that particular CPI figure between 4% and 6%.

SM
Ym
21
SM
SM
SM

3.2.3 The Projected CPI for the financial years 2026/2027 and 2027/2028 shall be as determined by the National Treasury during the tabling of the Main Budget for the year in which the increase shall be paid.

4 HOUSING ALLOWANCE AND GOVERNMENT EMPLOYEES HOUSING SCHEME (GEHS)

4.1 Housing Allowance

4.1.1 The Housing Allowance shall be adjusted on 1 April 2025 from R1784.55 to R1900.00 for the financial year 2025/26. The allowance shall also further be adjusted for the 2025/2026 financial year as per the CPI determination as per Resolution 7 of 2015.

4.2 Government Employees Housing Scheme (GEHS)


4.2.1 Parties shall continue to engage in the GEHS consultative committee as established in terms of clause 4.4.4 of the PSCBC Resolution 7 of 2015. This means fast-tracking the design and establishment of the institutional and administrative architecture of the GEHS by 30 June 2025.

4.2.2 The consultative committee will amongst others ensure that the services to be rendered by the GEHS as per clause 4.1.2 of PSCBC Resolution 7 of 2015 are implemented.

4.3 On the Individual-Linked Savings Facility (ILSF), parties agree that clause 4.5.6.5.3 of PSCBC Resolution 7 of 2015 be amended to read as follows:

4.3.1 In the event of resignation or dismissal the employee shall receive the full value of the savings.

4.4 The amended provisions of clause 4.3.1 shall take effect on 01 April 2025.

Handwritten signatures and initials in black ink, including 'SM', 'AM', 'JM', and '100', along with the number '31'.

5 MEDICAL AID SUBSIDY

5.1 The employer shall pay the medical aid subsidy to qualifying employees as follows:

5.1.1 The increase in medical subsidy by MPI for the financial year 2025/26

5.1.2 The increase in medical subsidy by MPI plus 0.5% for the financial year 2026/27.

5.1.3 The increase in medical subsidy by MPI plus 0.5% for the financial year 2027/28.

6. DANGER ALLOWANCE, SPECIAL DANGER ALLOWANCE AND SERVICE ALLOWANCE

6.1 Danger Allowance

6.1.1 The Danger Allowance shall be adjusted on 1 April 2025 from R623.29 to R650.00 for the financial year 2025/26. The allowance shall also further be adjusted for the 2025/2026 financial year and thereafter by the CPI determination as per Resolution 4 of 2015.

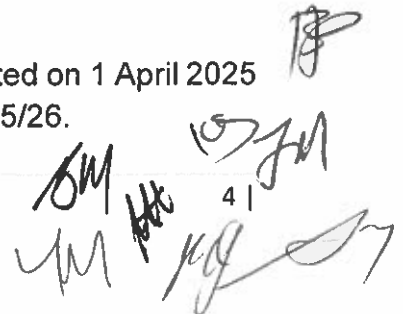
6.2 Special Danger Allowance

6.2.1 The Special Danger Allowance shall be adjusted on 1 April 2025 from R931.82 to R950.00 for the financial year 2025/26. The allowance shall also further be adjusted for the 2025/2026 financial year and thereafter by the CPI determination as per Resolution 4 of 2015.

6.3 Service Allowance for the Police

6.3.1 The employer shall initiate the review of the service allowance dispensation for the police to make provision for the CPI linked adjustment on an annual basis.

6.3.2 The Service Allowance for the Police shall be adjusted on 1 April 2025 from R700.00 to R950.00 for the financial year 2025/26.

Handwritten signatures and initials at the bottom right of the page, including a large signature, the date '15 JUN 2025', and the number '41'.

6.3.3 The service allowance shall thereafter increase annually by CPI starting from the 2026/27 financial year.

7 COMPLIANCE CLAUSE

7.1 The employer duly represented by the Department of Public Service and Administration warrants that it has the requisite authority and approval of the National Treasury to conclude this agreement. In particular, the employer warrants that, in concluding this agreement, it has complied with:

7.1.1 The Public Service Act 103 of 1994 (as amended); and

7.1.2 Regulations 78 and 79 of the Public Service Regulations, 2016.

8 DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

9 IMPLEMENTATION OF THE AGREEMENT

9.1 This agreement shall come into effect on the date it enjoys the majority support and shall remain in force unless terminated or amended by agreement in writing.

9.2 In the interpretation and application of this agreement, words used in the agreement and defined within the constitution of the Council will have the meaning as defined in the constitution.

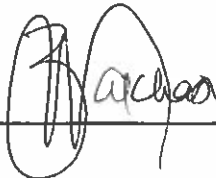
9.3 The Council will monitor and enforce the implementation of this agreement.

SM
4M
H
100
51
JM
L
J

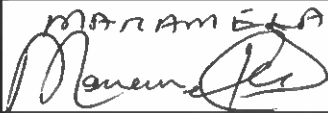










THIS DONE AND SIGNED AT CENTURION ON THIS 17 DAY OF

February 2025

ON BEHALF OF THE EMPLOYER

	Name	Signature	Date
STATE AS EMPLOYER	*OLISWA MAKHASI		28/01/2025

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature	Date
DENOSA	MARAMELA IC 		17/02/2025
HOSPERSA	S.D. NIEGLADDERY		17/02/25
NAPTOSA	B.L. Manuel.		03/02/2025
NEHAWU			
POPCRU	BORTUMSIO PERLES 		18/02/2025
PSA	JOSEPH MASHISO		16/02/2025
SADTU	Muywena Maluleka 		17/02/2025
SAPU	TUMELO MOSOISEN'S 		28/01/2025

157
4/11/25
61
JAM