



LATEST LABOUR WAGE NEGOTIATIONS UPDATE (1/2)

NPSWU Stands Firm On Demands To The Employer With Other Unions And Below is Our Collective Labour Position From The Employer's Position To Our Consolidated Demands. Negotiations are still ongoing and members will be continuously updated. Dated 08/01/2025

1. Death grant

Parties resolve on the establishment of a working committee to focus on modalities for the payment of the death grant to all employees who pass on in the line of duty due to criminal and work-related incidents.

This process will focus on the conditions for qualification, the quantum and how it will be incrementally introduced.

The review process will not interfere with the current payment of the death grant, where the employer is currently paying such death grant.

2. Childcare and Breastfeeding Facilities

The PSCBC will conduct research on the state of readiness in Departments for the establishment of childcare and breastfeeding facilities. The research will be guided by the minimum requirements for the establishment of such facilities as published by the Department of Social Development and conducted in collaboration with work already done within Departments.

3. Recruitment Policy

Parties agree to establish a working committee to review the current recruitment practices within the public service in different Departments allowing observer status for trade union representatives.

4. Bursary Scheme

Parties note the difficulty faced by public servants on 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 developing a comprehensive funding model.


5. Uniform Policy

Parties appreciate the need for a standardised supply of uniform and protective clothing in the public service. Parties agree to establish a working committee to review the provisions of PSCBC Res 3 of 1999 Part XVII that relates to uniform policy as to consider the relevancy and compliance of the provisions agreed to.

6. Housing Allowance

The Housing Allowance shall increase from R1784.55 to R1900.00 plus CPI in the financial year 2025/26. Thereafter shall increase by CPI of every year as per Resolution 7 of 2015.

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LABOUR WAGE NEGOTIATIONS UPDATE (2/2)

7. PAYMENT OF SALARY ADJUSTMENT

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.

8. Projected CPI Capped

If the Projected CPI percentage for the relevant period as contemplated in clause 3.1.1.1, 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%. If the projected CPI for the relevant periods as contemplated in clause 3.1.1.1 is between 4% and 6%, the projected CPI will be deemed to be that particular CPI figure between 4% and 6%. The projected CPI for the financial years 2025/2026, 2026/2027 and 2027/2028 shall be as determined by the National Treasury during the tabling of the Main Budget for the year on which the increase shall be paid.

9. Government Employees Housing Scheme (GEHS)

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

In the event of resignation or dismissal the employee shall receive the full value of the savings. That the provisions of clause 4.2.2 be implemented with effect from 1 April 2025.

10. MEDICAL AID SUBSIDY

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

The increase in medical subsidy by MPI for the financial year 2025/26. The increase in medical subsidy by MPI plus 0.5% for the financial year 2026/27. The increase in medical subsidy by MPI plus 0.5% for the financial year 2027/28.

11. Danger Allowance

The Danger Allowance shall increase from R623.29 to R650.00 in the financial year 2025/26, and thereafter shall increase by CPI of every year from the financial year 2025/26 as per PSCBC Resolution 4 of 2015.

12. Special Danger Allowance

The Special Danger Allowance shall increase from R931.82 to R950.00 in the financial year 2025/26, and thereafter shall increase by CPI of every year from the financial year 2025/26 as per PSCBC Resolution 4 of 2015.

13. Service Allowance for the Police

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.

The Service Allowance for the Police shall increase from R700.00 to R950.00 in the financial year 2025/26, and thereafter shall increase by CPI of every year from the financial year 2026/27.