

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

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## Update: PSCBC wage negotiations - 2025/26-financial year

Members will from the previous *Informus* (copy available on the PSA website at [www.psa.co.za](http://www.psa.co.za) or from PSA Provincial Offices) recall that the PSA and other unions have tabled wage demands in order to commence with negotiations for the 2025/26-financial year. The wage demands, amongst others, included a 12%-wage increase for all public servants w.e.f. 1 April 2025.

The employer responded to the wage demands and, to labour's disappointment, has rejected all the demands and, to add insult to injury, has proposed a 3%-salary increase for the next three years.

At a special Council meeting, the PSA and other unions rejected and expressed disappointment with the employer's response to the demands. Labour maintained a demand for a 12% increase and a single-term agreement. It is unfortunate that the employer failed to consider the plight of public servants. Labour regarded the 3% offer as an insult to public servants since the cost of living is high, with electricity and food prices rising constantly.

Parties could not find each other, remaining far apart from reaching consensus. Even though negotiations are still at the early stages, parties agreed to a facilitation process as per the provision of the Constitution of the Council. The Secretary to the Council was requested to facilitate the process to seek the services of an independent Commissioner to mediate the process. Parties will endeavour to narrow down issues and identify issues that are common to the cause. Parties committed to expedite the process in order for employees to receive their deserved wage increases on time. Labour remains hopeful that the negotiation process will be finalised before the mid-term budget speech by the Minister of Finance.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

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