



# NATIONAL NEWS FLASH



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## Preparing for the 2025/26 Wage Negotiations

As we prepare for the commencement of wage negotiations for the 2025/26 period, it is important for NAPTOSA to finalise its demands. These demands will feed into the FEDUSA block within the Public Service Co-ordinating Bargaining Council (PSCBC), of which we are a constituent member. Ultimately, they will contribute to the consolidated demands presented by all public service unions in the PSCBC.

To facilitate the finalisation of NAPTOSA's demands, a survey will be conducted among our members. This survey will focus on key components of a wage demand, including the duration of the agreement, the magnitude of the increase, and pertinent benefit considerations. Please be advised that the following list of demands has been formally ratified by the National Executive Committee (NEC).

### 1. TERM OF AGREEMENT

NAPTOSA is not averse to multi-term, limited to a maximum of two years and provided the employer tables a tangible, attractive and acceptable offer.

### 2. COST OF LIVING ADJUSTMENT (COLA)

Our opening demand will be a 10% increase across the board.

### 3. HOUSING ALLOWANCE – We demand the following:

- 🔑 That the current allowance be increased to R2 500
  - Staggered increment of R500 p/a (until 2029) if full implementation fails.
- 🔑 The savings option in the housing scheme should be made a voluntary option.
- 🔑 Employees should be paid out their savings from the scheme upon resignation from the Public Service
- 🔑 The Public Investment Corporation (PIC) must create a housing investment portfolio that will directly invest in the scheme.

As indicated above, NAPTOSA's demands will feed into further Labour structures. It is important to note that in this process of discussions, compromises have to be made and individual unions demands may have to be adapted or left off the final consolidated Labour demands.

Click on the link to complete the survey: <https://forms.gle/NHmV1TAQrPgrAo2Z9>

(NB: Survey will close 31 May 2024)

**Mr BL Manuel**

**Executive Director**