

MEDIA RELEASE	PSA calls for probe into NLSA executives' salary hikes and governance concerns as employees settle for 3% increase
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The Public Servants Association (PSA) is calling for an urgent and widened Public Protector investigation into reported executive salary increases at the National Library of South Africa (NLSA).

This call follows allegations that senior remuneration adjustments and related governance processes may not have met the standards expected of a public institution. According to reports, the Chief Executive Officer's salary allegedly increased from approximately R1.8 million to R2.6 million per annum. The Chief Financial Officer's salary reportedly increased from approximately R1.4 million to R2.1 million per annum. Employees, on the other hand, received an increase of only 3%. These increases raise questions about the approval process and whether all applicable statutory, governance, and financial-management requirements were followed.

The PSA is particularly concerned about allegations that some executive salary increases may have been implemented before organisational restructuring processes were finalised. Reports have also raised questions about compliance with legislative and governance requirements for executive remuneration in public entities. These concerns are compounded by reports that benchmarking exercises and salary-grading processes may have contributed to substantially increased remuneration levels. The Public Protector is already investigating complaints relating to appointments and governance matters at the NLSA. At a time when public servants and other South Africans face significant economic pressure, public institutions must demonstrate the highest standards of accountability, transparency, ethical leadership, and responsible financial management. These allegations cannot be treated lightly as public confidence depends on assurance that public resources are managed responsibly and that remuneration decisions are lawful, justified, transparent, and in the public interest.

The PSA calls on the Public Protector to urgently broaden the scope of the current investigation to include the allegations relating to executive remuneration, salary adjustments, governance practices, compliance with applicable legislation, and any related matters arising from reported findings. The PSA further urges the Public Protector to expedite the investigation so that employees, stakeholders, and the public can get clarity on these serious allegations without delay.



Any concerns regarding maladministration, improper conduct, irregular decision-making, or misuse of public resources must be thoroughly investigated. Where wrongdoing or non-compliance is established, appropriate remedial and accountability measures must follow. The PSA is committed to promoting accountability, good governance, ethical leadership, and the protection of public resources. South Africans deserve public institutions that operate with integrity, transparency, and in the best interests of the citizens they serve.

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