



MEDIA RELEASE **PSA concludes Public Service wage negotiations for 2023/24 and 2024/25**

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The Public Servants Association (PSA), as one of the largest Unions representing public servants at the Public Service Coordinating Bargaining Council (PSCBC), has accepted government's final wage offer.

The offer, which was also accepted by the majority of parties at the PSCBC, entails an average of a 7.5% increase for public servants between salary levels 1 to 12 and those appointed in terms of the occupational-specific dispensation. The agreement will ensure that public servants will now have an improvement on their pensionable income and a real growth towards their pension savings. In addition, those employees who qualify will also be entitled to the normal 1.5 % pay progression in line with sectoral agreements. The cash gratuity will terminate on 31 March 2023 and will become part of the pensionable increase.

The PSA opted to participate in the wage negotiations to mitigate the risk of public servants not receiving a salary increase during the 2023/24-financial year. In addition, public servants could be further negatively impacted if the cash gratuity ended without another agreement being in place. It was therefore imperative that this agreement be concluded to safeguard public servants against such risks. The majority of PSA members voted in favour of accepting the offer.

The agreement will be circulated for signature and will be implemented once it has been signed by the majority of unions. The PSA is satisfied that the majority of unions were able to conclude negotiations as speedily as possible.

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