

MEDIA RELEASE	PSA to strike at National Lotteries Commission over wage negotiations deadlock
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The Public Servants Association (PSA) is perturbed by the conduct and arrogance of the National Lotteries Commission (NLC) management, which have contributed to the collapse of collective bargaining.

In the 2024/25-financial year, the NLC unilaterally implemented a 4.4% cost-of-living adjustment (COLA) and 2.6% as a monthly allowance for employees. The PSA, on behalf of NLC employees, lodged a dispute with the Commission for Conciliation, Mediation, and Arbitration (CCMA). The matter remained unresolved at conciliation, resulting in parties concluding picketing rules, and a certificate of non-resolution was issued. The PSA, as a mandate-driven Union, served the NLC with a notice to embark on indefinite strike action, which commenced on 22 April 2025, with lunchtime pickets at the NLC in Hatfield, Pretoria.

NLC management responded with a letter threatening to interdict the strike action and has continuously been interfering with employees' right to participate by instructing them not to take lunch at the same time. Despite these attempts to interfere with employees' right to strike as provided for in the *Labour Relations Act*, employees have soldiered on and braved the cold and wet weather in Pretoria. The current strike action will subsequently be followed by a march to the Department of Trade, Industry and Competition to hand over a memorandum of demands.

The uncaring attitude of the NLC management has also collapsed the 2025/26 wage negotiations, where PSA has demanded a mere 8.5% increase against the current 6% offer by the NLC, which does not include the 2.4% monthly allowance that was abruptly terminated at the end of March 2025 without consultation. PSA members mandated the Union to declare a dispute with the CCMA. Conciliation has been set down for 5 May 2025. The PSA remains hopeful that the NLC will be willing to reach an amicable resolution for the benefit of employees and the organisation.

Some of the concerning issues for which the PSA demands a speedy resolution include the unilateral implementation of the COLA 2024/25, the collapse of collective bargaining, poor corporate governance, poor service delivery to vulnerable communities, the continuous recruitment of consultants, poor organisational performance, modernisation system red tape, and employees not receiving bonus payouts for work performance for four years.

Despite ongoing intimidation by some managers at the NLC to instil fear in employees, the PSA will continue efforts to ensure a living wage and better conditions of service for employees.

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