



FOR PSA MEMBERS: **COMPANIES INTELLECTUAL PROPERTY COMMISSION (CIPC)**

28-07-2025

Feedback: CIPC National Bargaining Forum (NBF) – 25 July 2025

Wage negotiations: 2025/26

Members are aware that the PSA submitted a set of demands aimed at improving conditions of service, including a 10% cost-of-living adjustment to mitigate for raising inflation and the economic pressure faced by employees. During the negotiation meeting on 25 July 2025, the employer tabled an initial offer of a 3%-salary increase, arguing that this offer is above the prevailing inflation rate of 2.5%.

The PSA, however, rejected the offer, emphasising that a 3% adjustment is inadequate to preserve the real value employees' earnings or to keep up with the increasing cost of living. The PSA maintains that the proposed increase does not sufficiently safeguard employees' purchasing power in the current economic conditions. The PSA is prepared to consult members for a refreshed mandate, however, the employer must show seriousness and table a reasonable offer to trigger such move. The employer has indicated it will consult with its principals regarding the possibility of revising its offer. The next negotiation meeting is scheduled to take place on **30 July 2025**.

The PSA remains committed to protecting and promoting the interest of its members.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER