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## FOR PSA MEMBERS: EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)

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13-06-2025

# Update: ECPTA Salary negotiation – April 2025

The Joint Negotiating Committee (JNC) for ECPTA met on 30 April 2025 to continue negotiations on our salary and benefits demands. As you will recall, organised labour, including the PSA, submitted the following key demands:

- A 10% salary increase,
- An end to compulsory medical aid, and
- The introduction of special leave for initiation.

### Employer's response

The employer began by presenting the current financial position of the organisation. Sadly, ECPTA remains underfunded by the National Treasury and continues to struggle with revenue collection. Contributing to this is the poor road infrastructure leading to our parks, and long-standing maintenance backlogs due to the absence of dedicated budgets for renovations. Discussions with Treasury on alternative funding models are ongoing.

### Salary offer

The employer has proposed the following offer with effect from 1 April 2025:

- A 4.6% salary adjustment, and
- An additional 1.5% salary progression across the board.

This offer, they say, is aligned with CPI, public sector budget guidelines, and recent cost-of-living adjustments.

### Medical aid breakthrough

We're pleased to report that the employer has agreed to remove the compulsory requirement for Discovery Health medical aid. Both labour and the employer will now explore alternative medical aid options, with a comparative study to be presented at the next meeting.

### Special leave for initiation

Unfortunately, the employer and board have rejected the demand for special initiation leave, arguing that not all employees would qualify, and it would create disparities.

The PSA strongly disagreed, pointing out that special leave is, by nature, selective, such as with study leave. Encouragingly, the employer has agreed to further discuss the matter and resubmit it to the board for deeper consideration.

### **What's next?**

Negotiations are ongoing, and we will continue to push for improvements in your salaries and working conditions. The PSA remains committed to ensuring fair and meaningful outcomes for all our members.

The PSA will keep you updated every step of the way.

In solidarity,

Reuben Maleka  
GENERAL MANAGER