



FOR PSA MEMBERS: NATIONAL LOTTERIES COMMISSION (NLC)

24-07-2025

Feedback: NLC Bargaining Forum meeting – 21 July 2025

Requesting urgent mandates for 2025/26-wage offer

Members would recall that the employer unilaterally implemented a 6%-salary adjustment for the 2025/26-financial year. Further, the PSA declared a dispute, and the matter was set for conciliation. At the conciliation, the employer indicated its appetite to revise its offer and added 0.5% on top of the already implemented 6%. Parties thus agreed to have further engagement. Subsequently, parties met on 21 July 2027 where the PSA was still at 8% from the initial 12.5%. However, the PSA teased the employer and tested amenability of 7% but the employer maintained that 6.5% is its final offer, which will be backdated to April 2025.

On this basis, the PSA NLC leadership is embarking on a mandating process for members to either accept or reject the 6.5%. If members reject the employer's offer, parties will inform the CCMA Commissioner that the matter remains unresolved, and a non-resolution certificate will be issued, paving the way for industrial action. A further meeting was suggested on 24 or 25 July 2025, but the PSA will not be able to engage on the matter pending finalisation of the mandating process.

Members are therefore requested to indicate in the *attached mandate form* whether they accept or reject the revised 6.5% by the employer. This initiative will also be supported by a voting poll that the PSA NLC leadership will create. Completed mandate forms must be sent to the PSA Chief Negotiator at Zamani.Dladla@psa.co.za, copy Velucia.Maluleke@psa.co.za, and the Branch Chairperson Mashudu.Muhanelwa@nlc.org.za on or **before 31 July 2025**.

Revised draft organisational structure and facilities

The employer attempted to table presentations in respect of the revised organisational structure and facilities divisions. The PSA, however, proposed that the presentations be rescheduled to a further date as the employer had failed to provide the actual documents in advance. Parties thus agreed to meet on 28 July 2025 for the employer to table the same.

Employees who wish to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER