



FOR PSA MEMBERS: **NATIONAL LOTTERIES COMMISSION (NLC)**

28-08-2025

NLC: Conclusion of historic multi-term wage agreement

Three-year multi-term wage agreement

Members are aware of the difficult and antagonistic wage negotiations that ensued between the NLC and the PSA, which resulted in the unilateral implementation of 6% for 2025/26. Subsequently, a dispute was declared at the CCMA and set down for conciliation on 5 May 2025 where the PSA, in good faith, revised its demands from 12% to 8%. This was met by unreasonable offer of 0.5% by the employer to top the already implemented 6%. Parties thus agreed to revert to their constituencies. The employer and the Union engaged with constituencies for refreshed mandate and PSA members mandated the negotiators to pursue at least 7% and to further negotiate a multi-term agreement.

A high-level delegation meeting was held between the PSA and the NLC on 25 July 2025 where the possibility of a multi-term agreement was discussed with the intention of finalising the protracted wage negotiations. The PSA pushed the employer towards the demanded 7% as the representatives made it clear that 6.5% remains rejected by members. The demands for 2026/27 and 2027/28 were also tabled. The employer representatives noted the PSA's position. They were amenable to both demands and committed to presenting these to the NLC Board. The employer reverted to the PSA with the collective agreement to be signed, which was in line with the demands as mandated by members. The PSA is pleased to announce that a historic three-year wage agreement was concluded by the NLC and the PSA on 31 July 2025. Members were also alerted that for the year 2025/26, the NLC would add an extra 1% to the 6% already implemented and will be backdated to 1 April 2025. The 1% was subsequently implemented on 15 August 2025 and the PSA was informed that all members received their increment.

The multi-term agreement encompasses the following gains for members at the NLC:

- 7%-salary increment for 2025/26-financial year
- Increase with CPI + 1.5% for 2026/27-financial year
- Increase with CPI + 1.5 for 2027/28-financial year
- Parties also agreed that the employer would develop a policy where employees would be able to encash some of their leave days on an annual basis, which is subject to approval by the NLC Board.

The PSA thanks members at the NLC for their patience, cooperation, and understanding during wage negotiations, which have yielded the historic three-year multi-term agreement (*attached*).

Still not a member of the PSA?

To join the PSA, complete the *attached* PSA Membership Application Form and send it to PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER