



FOR PSA MEMBERS: **NATIONAL LIBRARY OF SOUTH AFRICA (NLSA)**

04-08-2025

Feedback: NLSA Joint Bargaining Forum Meeting - 1 August 2025

Members are aware that negotiations are underway at the National Library of South Africa after labour tabled their demands for cost-of-living adjustments and conditions of service. The employer committed during the meeting on 13 May 2025 to obtain a refreshed mandate after labour rejected the initial offer of 4.5%. Parties met on 1 August 2025, and the employer presented its final offer as follows:

- Employees on salary levels 1 to 3 - salary adjustment of 5%.
- Employees on salary levels 4 to 6 - salary adjustment of 4.8%
- Employees on salary levels 7 to 9 - salary adjustment of 4.3%

The employer could not accede to all other demands, including a R600 increase in Housing Allowance, the re-instatement of 1% notch increase, performance bonus, and recognition of improved qualifications.

YOUR MANDATE IS REQUIRED!

PSA members must provide a mandate to ACCEPT or REJECT the offer.

Voting details: Members can vote by completing the *attached* manual voting forms (available via shop stewards).

Important

- Each member is allowed only one vote.
- Non-PSA members may participate after completing membership forms to join the PSA.
- For manual voting, please contact your shop steward or nearest PSA Provincial Office for assistance.

Your participation in this process is crucial to ensure that your voice is heard.

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

Reuben Maleka
GENERAL MANAGER