



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

14-05-2025

Feedback: NLSA Joint Bargaining Forum – 13 May 2025

Wage negotiations update: 2025/26-financial year

Members are aware that the PSA tabled wage demands during February to commence with negotiations for the 2025/26-financial year. The wage demands included a 10% wage increase for employees falling within the Joint Bargaining Forum effective from 1 April 2025, a R600 increase in Housing Allowance, re-instatement of the 1% Notch Increase, Performance Bonus, and Recognition of Improved Qualifications.

To the PSA's disappointment, the employer responded to the demands by rejecting all other demands, suggesting that the demands are unattainable, and proposing a 4.5% salary increase to all employees for the 2025/26-financial year. The PSA rejected the employer's offer, expressing displeasure with the employer's response to the demands and further stated that 4.5% is an insult to members given the high cost of living, with food and electricity prices regularly rising. Labour proposed that the employer revises its offer or consider a sliding-scale salary increase.

During this round of reporting, the employer presented a sliding-scale increase of 4.5% for employees on salary levels 1 to 7 and 4% for employees on salary levels 7 to 9. The PSA rejected the offer by the employer and demanded that the employer add 2% on both levels to increase the offer to 6.5% and 6%, respectively. The employer maintained that the demand is not attainable and indicated that it will present the demands to its principals and provide feedback. The PSA urged the employer to prioritise the meeting with its principals. Members will be kept informed of developments.

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

Reuben Maleka
GENERAL MANAGER