



FOR PSA MEMBERS: **NORTH-WEST DEVELOPMENT CORPORATION (NWDC)**

28-10-2025

## Update: NWDC wage negotiations and **call for mandate**

The PSA wishes to update members on the progress of ongoing wage negotiations at the North West Development Corporation (NWDC). The latest negotiation session was held on 22 October 2025, following several rounds of extensive engagements between labour and management. Discussions extended into the late afternoon, after which parties agreed to reconvene on 24 October 2025 for the final session to allow both sides to obtain fresh mandates from their respective principals. This process resulted in limited movement from both parties, as reflected in the previously recorded single-term offer outlined below:

| Indicators        | Labour | Management |
|-------------------|--------|------------|
| Salary increment  | 5%     | 3.2%       |
| Bonus             | 55%    | 0%         |
| Medical aid       | R400   | R252       |
| Housing allowance | R200   | R200       |

During this phase, unions requested supporting financial information from the employer, including the grant allocation from the Department of Economic Development, Environment, Conservation and Tourism, the 2023/24-financial statements, and the organisational structure. The employer argued that the information was available in the public domain.

At the final session on 24 October 2025, the employer introduced a multi-term proposal for consideration, which provides for the following adjustments over a three-year period:

| Item                    | 2025/26           | 2026/27             | 2027/28              |
|-------------------------|-------------------|---------------------|----------------------|
| Salary increase         | 3%                | 3.2%                | 3.2%                 |
| Medical-aid subsidy     | +R200             | +5% (R3 360)        | +5% (R3 520)         |
| 13 <sup>th</sup> cheque | 3%                | 7%                  | 10%                  |
| Housing allowance       | +R200 (R600→R800) | +R200 (R800→R1 000) | +R200 (R1000→R1 200) |

The PSA rejected the multi-term offer, maintaining that the employer should instead improve its offer on the single-term proposal for 2025/26. Labour's view is that committing to a multi-year agreement at such low percentages will disadvantage employees in the long term, especially considering inflationary pressures and the rising cost of living.

The final negotiation meeting is scheduled for 24 October 2025, and a concluding position from the employer is anticipated. **Members are therefore urged to submit their mandates on the *attached* document to the PSA as soon as possible to enable negotiators to represent the collective voice of employees effectively during the final round.**

The PSA values the continued unity and support of members during this difficult process. It is only through solidarity and collective action that fair and just conditions of service can be secured.

Reuben Maleka  
GENERAL MANAGER