



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

06-06-2025

Salary adjustments for members of Senior Management Services (SMS) for 2025/26-financial year

Members may recall that the PSA reported that the PSA engaged the Department of Public Service and Administration as far back as 24 March 2025 pertaining to the salary increase for SMS employees. Further, the Department responded on 30 March 2025, indicating that the Minister for the Public Service and Administration (MPSA) wrote to the Minister of Finance to confirm availability of funds, in terms of section 3(5)(b) of the *Public Service Act*, 1994 read with Regulation 89 of the Public Service Regulations, 2016.

Noting the time lapse since the communication, the PSA continued to engage the Department and wrote a follow-up letter on 4 June 2025 and is awaiting a response. It is unfortunate that the matter did not receive the attention that it deserves as the employer seems to ignore the fact that all general price increases equally affect SMS employees.

The PSA previously pointed out and continues to maintain that the lack of a Special Bargaining Chamber for the SMS creates a vacuum and enables the abuse of this category of employees. Subsequently, they are at the mercy of the employer in terms of salary increases, which can be implemented at any time and which is inconsistent with the principles of fairness and justice.

The PSA will continue to engage with the employer to exert pressure for the fair treatment of SMS employees as the employer's treatment of these employees is unacceptable. The PSA will continue appealing to the Minister of the DPSA to consider fair wage increases and consistency in terms of the implementation date. Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER