



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

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08-07-2025

## 4.1% Salary adjustments: Members of Senior Management Services (SMS) - 2025/26-financial year

Members may recall that the PSA reported that the Union engaged the Department of Public Service and Administration (DPSA) as far back as 24 March 2025 pertaining to the salary increase for SMS employees. Further, the DPSA 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 DPSA and wrote a follow-up letter on 4 June 2025 and awaited a response. It is regrettable that the matter did not receive the necessary attention as the employer seemed to ignore the fact that all general price increases equally affect SMS employees. Subsequently, the MPSA has determined in terms of section 3(5)(a) of the *Public Service Act, 1994*, read with Regulation 89 of the Public Service Regulations, a 4.1% pensionable salary adjustment to all members of the SMS employed in the public service, with effect from 1 April 2025.

The PSA will, however, continue to pursue the establishment of a Special Bargaining Chamber for the SMS as the lack of this has created a vacuum and enabled the abuse of this category of employees. These employees are at the mercy of the employer in terms of salary increases that can be implemented at any time, which is inconsistent with the principles of fairness and justice.

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

Reuben Maleka  
GENERAL MANAGER