



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

16-07-2025

Update: Senior Management Services (SMS) salary adjustment for 2025/26-financial year

Members may recall that the PSA previously reported on its engagement with the Department of Public Service and Administration (DPSA) regarding salary increases for members of the Senior Management Service (SMS). This engagement commenced as far back as 24 March 2025, when the PSA formally raised the matter. In response, the DPSA advised on 30 March 2025 that the Minister for the Public Service and Administration (MPSA) had written to the Minister of Finance to confirm the 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.

Following the PSA's continuous engagement and a follow-up letter submitted to the DPSA on 4 June 2025, regrettably, without any formal response, it is noted that the matter did not receive the priority it deserved. The PSA expressed concern over the lack of urgency by the employer, particularly because general cost-of-living increases affect SMS employees as much as any other public servant.

In an *Informus* dated 08 July 2025 (copy may be obtained from the PSA website), the PSA was pleased to inform members that the DPSA has confirmed that SMS salaries will be adjusted by 4.1%, with the increase being pensionable and backdated to 1 April 2025, as determined by the MPSA in terms of section 3(5)(a) of the *Public Service Act*, 1994.

The PSA has been informed that the adjustment will be implemented programmatically with the supplementary pay run scheduled for 21 July 2025, and payments will reflect on Thursday, 24 July 2025. While this long-overdue implementation is welcomed, the PSA remains steadfast in its call for the establishment of a Special Bargaining Chamber for SMS employees. The absence of a dedicated forum has resulted in an unacceptable void, exposing SMS employees to unilateral decisions on matters as critical as salary adjustments. This approach is inconsistent with the principles of fairness, transparency, and collective bargaining.

The PSA will continue to advocate for equitable treatment of all public servants, including those in the SMS, and will pursue all necessary avenues to ensure that their rights and interests are protected. Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER