



FOR PSA MEMBERS: **SAFETY AND SECURITY SECTOR EDUCATION AND TRAINING  
AUTHORITY (SASSETA)**

22-07-2025

## Feedback: SASSETA salary negotiations - 22 July 2025

### Opening of wage negotiations

Members were previously informed that the PSA submitted its wage demand to the employer on 15 April 2025. It being:

- A single-term agreement.
- Retrospective implementation from 1 April 2025.
- An across-the-board salary increase of 8%.
- An increase in the medical-aid subsidy of R1 000.

On 22 July 2025, the employer responded to PSA's demand, declaring that it is engaging with the PSA in good faith and noted there was a delay in the response. It had to subject the offer to its mandating process. The employer stated that noting the delay, its offer is made on the basis to expedite the negotiation process in a fair manner and to possibly target implementation for the next salary payment date. The offer is as follows:

- It agrees with a single-term agreement.
- It agrees with retrospective implementation as of 1 April 2025.
- The initial offer was to remain with the practice of the previous Board to offer a CPI-related increase as on 1 April of that financial year (current year 2.8%) with an additional 2% but instead offered 5%. After engagement without prejudice, the employer indicated that what it can currently afford is 5.5% across-the-board on a total cost-to-company package as an increase and implored labour to consider it.
- Noting that employees are on a total cost-to-company package, that the 5.5% increase will also be applicable to the medical-aid subsidy.

It was further agreed that parties will go back for mandating purposes and reconvene on Friday, 25 July 2025.

### **Mandate required**

Noting that the PSA's mandate was an 8% increase, and medical-aid subsidy with R1 000, the offer by the employer is presented to members for consideration.

A members' meeting will be held on **23 July 2025** to facilitate a mandate from members on whether to accept the offer or to reject the offer and decide on the way forward. Members will be informed of the time and method of the meeting. Members should take note that the responses to the employer during the engagement were tabled without prejudice to advance negotiations and still are subjected to a mandate from PSA members.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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