

Feedback: BMA wage negotiations for 2026/27-financial year facilitation - 17 June 2026

As previously reported, parties reached a deadlock during negotiations and subjected the process to facilitation to break the impasse. At the previous facilitation process, the employer indicated that its official position was still 4.2% with the increase in housing to R2 120 and danger allowance to R750 and medical aid an MPI-related increase, with the accommodation still to be developed, but could move to a 4.5% offer, but without the increase in the housing and medical aid. The PSA's demand for the cost-of-living increase is at 6%, housing at R2 500, danger allowance at R900, without prejudice. Alternative proposals were tabled to the employer for consideration for a response during the facilitation process.

At the facilitation on 17 June 2026, the employer tabled its final offer:

- Single-term agreement
- Cost-of-living adjustment of 4.2%
- Once-off gratuity:
 1. Option 1: Once-off amount of 0.3% of an employee's notch, or
 2. Option 2: Once-off amount of 0.3% divided equally (equating to R3 095 per person).
- Danger Allowance of R750
- Housing Allowance R2 120
- Medical Aid: MPI-related increase (7.5% in line with GEMS)
- Accommodation provision still to be developed but in-principle agreement.
- Leave encashment: The employer maintained the provision as per the previous wage agreement, to base its implementation on the availability of funds as anticipated in the fourth quarter of the financial year.

Labour, at the meeting, reserved its rights to subject the offer to its members for a decision on the way forward and respond to the employer within two weeks. In the interim, the employer has submitted to labour its financial statements for further analysis.

Mandate request

Noting that the offer on the table is a final offer from the employer, it is subjected to a ballot of members to determine on whether to ACCEPT the employer's final offer based on **Option 1** or **Option 2**, or to **reject the offer** and follow the dispute resolution processes. **A ballot will be run from 09:00 on 23 June 2026 until 15:00 on 26 June 2026.** Members can cast their vote by following the following link:

<https://www.psa.co.za/voting?id=edd82a7f-e5b9-4a9a-a886-f924d768ec56>.

Members will be informed of the outcome of the ballot.

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Reuben Maleka
GENERAL MANAGER