



FOR PSA MEMBERS: **COUNCIL FOR THE BUILT ENVIRONMENT (CBE)**

01-09-2026

## Feedback: CBE Bargaining Forum – 31 August 2026

### Update: CBE 2026/27-salary negotiations

Members are aware that salary negotiations for the 2026/27-financial year commenced on 17 July 2026. During that meeting, the PSA presented a motivation in support of the demands for:

- 8%-salary increase
- Implementation of hybrid working model
- Correction of salary-notch distortions affecting employees who were previously not granted pay progression and were consequently placed on incorrect salary notches.

The employer responded that owing to the CBE's current financial position, it was unable to implement a salary increase and therefore tabled a 0% salary-increase offer. Parties further resolved that matters relating to salary-notch corrections and the hybrid-working model would be referred to quarterly meetings for further discussion. The PSA rejected the 0% salary-increase offer and requested the employer to revert to its principals to seek a revised mandate.

At the Bargaining Forum meeting on 31 August 2026, the employer reported that it had been unable to secure funding to support a salary increase for the current financial year. The employer indicated that, despite implementing cost-containment measures, the CBE has been affected by budget reductions and has not achieved significant revenue growth. As a result, expenditure has continued to exceed available resources. The employer further advised that CBE management has prepared a submission to the Council seeking intervention on the matter. Labour will be provided with feedback as soon as there are developments.

The PSA expressed disappointment at the employer's continued position of offering a 0%-salary increase, particularly in light of the current economic challenges faced by employees. The PSA also sought clarity on the timeframe within which feedback from the Council could be expected. In response, the employer stated that it was unable to provide a definite timeframe but confirmed that the CEO's Office had committed to convening a special Council Meeting as soon as possible, given the urgency of the matter.

The PSA will continue to advocate for members' interests and will protect their rights.

### Join the PSA

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.

Reuben Maleka

GENERAL SECRETARY