



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

11-09-2026

CBE 2026/27-salary negotiations: Request for mandate

Salary negotiations for the 2026/27-financial year commenced on 17 July 2026. The PSA submitted demands for an 8%-salary increase, implementation of a hybrid-working model, and correction of salary-notch distortions affecting employees who had previously not received pay progression. The employer initially responded that owing to the CBE's financial position, it was unable to grant a salary increase and therefore tabled a 0% salary-increase offer. The PSA rejected this offer and requested the employer to return to its principals for a revised mandate.

At a follow-up meeting on 31 August 2026, the employer reported that it had been unable to secure additional funding for a salary increase. It indicated that the CBE continued to experience financial pressure as a result of budget reductions, limited revenue growth, and overspending. Management subsequently referred the matter to the Council for intervention. A follow-up meeting was convened on 9 September 2026, where the employer presented a revised offer approved by the Council. The offer consists of:

- Once-off incentive payment of R12 000 to all employees on salary levels 1 to 15, subject to applicable tax deductions;
- 5%-salary adjustment for one identified employee earning below the applicable minimum salary threshold; and
- implementation of a remote-working arrangement consisting of three days working from home and two days at the workplace, on a rotational basis, and subject to appropriate controls and managerial oversight.

The PSA noted the revised offer and advised the employer that it would consult members before providing a final response. Members are therefore requested to indicate whether they **ACCEPT (Option 1)** or **REJECT (Option 2)** the employer's offer. Voting closes on **15 September 2026 at 15:00**.

To vote, members should click on the following link: [CBE 2026 Wage Offer – Fill out form](#)

Members are encouraged to participate in the mandate process, as the outcome of the vote will guide the PSA's position in responding to the employer.

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.

Reuben Maleka
GENERAL SECRETARY