



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

16-10-2026

Feedback: Conclusion of CBE wage negotiations

Update: CBE 2026/27-salary negotiations

Members are aware that salary negotiations for the 2026/27-financial year commenced on 17 July 2026. At that meeting, the PSA made a presentation to substantiate the Union's demands for an 8%-salary increase, the implementation of a hybrid-working model, and 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 could not implement a salary increase and therefore tabled a 0% salary-increase offer. Parties resolved to discuss issues such as salary-notch corrections and the hybrid-working model in quarterly meetings. The PSA rejected the 0% salary increase and requested the employer to revert to its principals for a fresh mandate. Another meeting was convened on 31 August 2026, where the employer reported that it was unable to secure funding for a salary increase for the current financial year. It indicated that, despite cost-saving measures already being implemented, the CBE had experienced budget cuts and had not been able to significantly increase its revenue. Instead, it had been operating at a deficit. The employer further advised that, to address the situation, the CBE management had prepared a submission for the Council to intervene and that feedback would be provided to labour as soon as there were developments. A special Bargaining Forum meeting was convened on 9 September 2026, during which the employer reported that the Council had approved the following cost-of-living adjustment proposals:

1. Once-off incentive payment of R12 000 for all staff members on salary levels 1 to 12, to be paid with October salaries.
2. 5%-salary adjustment for one identified employee earning below the minimum salary threshold.
3. Remote-working arrangement allowing employees to work from home for three days per week and from the office for two days per week on a rotational basis.

The PSA immediately activated the Union's mandating process, during which most members accepted the proposed offer. Parties subsequently signed the agreement, and wage negotiations were concluded. The PSA will continue to advocate for members' interests and protect their rights.

Employees who wish to join the PSA can visit the PSA website, send an email to ask@psa.co.za, or contact the nearest PSA Office.

Reuben Maleka
GENERAL SECRETARY