



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

22-06-2026

Update: CBE 2026/27-salary negotiations

The PSA informs members that a letter initiating salary negotiations for the 2026/27-financial year was formally submitted to the employer on 26 May 2026. In this submission, the PSA tabled key demands aimed at addressing members' conditions of service and financial wellbeing. These demands include an 8% cost-of-living adjustment (COLA), the implementation of a hybrid working system, and the correction of salary-notch distortions arising from the previous non-implementation of pay progression, which has resulted in employees being placed on lower salary notches and increases being calculated on incorrect bases.

Following the submission, the employer requested a meet-and-greet engagement with the PSA, which took place on 11 June 2026. The purpose of this session was to establish a working relationship and create a platform for constructive engagement before substantive negotiations commence. A formal response from the employer was received on 18 June 2026, acknowledging receipt of the PSA's demands and confirming that these matters will form part of the agenda for the upcoming salary negotiations. The employer further indicated its commitment to engaging in good faith and that its Human Capital unit will engage the PSA to finalise dates and logistical arrangements for the commencement of negotiations. The PSA will continue to engage the employer with urgency and will ensure that salary negotiations are prioritised and concluded as soon as possible, in the best interests of members.

Members will be informed of developments.

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 MANAGER