24-07-2026

Update: CBE 2026/27-salary negotiations

PSA members are informed that salary negotiations for the 2026/27-financial year commenced on 17 July 2026. At the engagement, 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 paid pay progression and consequently placed on incorrect salary notches. The employer responded that, owing to the CBE's current financial position, it cannot implement a salary increase and therefore tabled a 0% salary-increase offer. The employer further indicated that it cannot engage on the PSA's demands relating to hybrid working and salary-notch corrections at this stage and requested that these matters be deferred to the PSA and CBE quarterly meetings.

In motivating its position, the employer indicated that despite cost-saving measures already being implemented, the CBE has experienced budget cuts and has not been able to significantly increase its revenue. The employer further submitted that efforts are being made to professionalise the built environment sector, which is expected to support an increase in professionals paying levies to the CBE. The employer also indicated that a business case has been submitted to National Treasury for additional funding to implement certain revenue-generating avenues that the CBE intends to explore. The PSA rejected the 0% offer and expressed disappointment with the employer's failure to meaningfully meet employees on any of the demands tabled. The PSA emphasised that employees continue to experience rising cost-of-living pressures, whilst the employer's response does not provide any practical or immediate relief to employees.

The PSA further placed on record that the demand for a hybrid-working model is a non-monetary demand that could provide financial relief to employees by reducing transport-related costs, whilst still allowing the CBE to maintain productivity and service delivery. The PSA expressed concern that the employer is not treating this demand with the urgency it deserves. The PSA also indicated that staff morale is low and that employees perceive the CBE as an uncaring employer. The PSA cautioned that the employer's continued lack of empathy towards employees risks further discouraging staff, comparing the situation to expecting a car to continue moving without petrol. Parties agreed to continue with salary negotiations on 31 July 2026.

The PSA will continue to pursue a fair and reasonable outcome and will keep members 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.

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GENERAL MANAGER