

## Feedback: CIPC wage negotiations – Employer’s final offer

The PSA wishes to provide members with an update on the ongoing salary negotiations with the CIPC. Members will recall that the PSA submitted a comprehensive set of demands aimed at improving employees’ conditions of service. Central to these demands was a 9.5% cost-of-living adjustment, motivated by the increasing financial pressures faced by employees and the continued rise in the cost of living. The PSA also tabled the following demands:

- Salary adjustment
- Data allowance
- Adjustment to leave encashment
- Medical-aid subsidy for pensioners
- Bursary for employees’ dependants.

Negotiation meetings were held on 13, 15, 21, and 28 May 2026, as well as on 5 June 2026. At the meeting on 5 June 2026, the employer tabled what it described as its final offer, comprising the following:

- **Salary adjustment:** 5.8%-salary increase for all employees in the bargaining unit on salary bands P7 to P12.
- **Data allowance:** An increase of R150 to the current data allowance.
- **Parking allowance:** An increase of R50 to the current parking allowance.
- **Long-service awards:** An increase of 5% to the monetary value of long-service awards across all categories.
- **Bursary for employees’ dependants**
  - The employer agreed to extend bursary benefits to the dependants of employees.
  - The detailed modalities, eligibility criteria, application process, and administration of the bursary programme will be regulated through a bursary policy.
  - The policy will be tabled at the National Bargaining Forum for consultation with organised labour before implementation.
- **Medical aid subsidy for pensioners**

For pensioners who retired before 2013, the employer proposed the following subsidy structure:

- R2 014 per month for pensioners without dependants.
- R4 028 per month for pensioners with dependants, irrespective of the number of dependants.
- Where the medical-aid contribution is less than R2 014 for a pensioner without dependants, the employer will subsidise 75% of the actual premium paid, subject to a maximum of R2 014.
- Where the medical-aid contribution is less than R4 028 for a pensioner with dependants, the employer will subsidise 75% of the actual premium paid, subject to a maximum of R4 028.

The employer did not accede to the demand for a data allowance of R1 000 per month and rejected the demand for an additional day of leave encashment. The PSA will now embark on a comprehensive mandating process to obtain members' views and mandates on the employer's final offer. Members consultation meetings will be convened on 12 June 2026, during which the offer and its implications will be discussed in detail. In addition, members will be afforded an opportunity to record their mandates electronically through the PSA website as part of the formal mandating process.

The next round of engagement with the employer is scheduled to take place during June 2026. Members are encouraged to actively participate in the mandating process to ensure that their views are properly considered before the PSA determines the final position on the employer's offer.

The PSA is committed to advancing and protecting the interests of members and will continue to provide regular updates as negotiations progress.

Reuben Maleka  
GENERAL MANAGER