

Opening of ballot: 5.8% CIPC salary offer 2026/27-financial year

Members were informed that the CIPC has tabled its final offer for the cost-of-living adjustment and improvement of conditions of service. The employer tabled the below offer and categorised it as a final offer:

Offer summary

- **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.
- **Funeral benefits:** An increase from R35 000 to R36 000.
- **Bursary for employees' dependents**
 - The employer agreed to extend bursary benefits to the dependents 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 pre-2013, the employer proposed the following subsidy structure:

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

Organised labour fallback position

Organised labour revised its offer to 8%.

Voting options

- Vote YES to ACCEPT the CIPC single-term offer of 5.8%, and other demands.
- Vote NO to REJECT the single-term offer of 5.8% in its totality.

Voting period

Voting opens on **11 June 2026 at 12:00** and closes on **19 June 2026 at 16:00**.

How to vote

- Visit the PSA's website and click on the **CIPC ballot button** on the homepage.
- Use the link that was issued by the PSA via SMS.
- Click on the following link: <https://rb.gy/i8pmzh>

Your voice matters. Let the PSA represent your interests with a clear and democratic mandate.

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GENERAL MANAGER