FOR PSA MEMBERS: **EASTERN CAPE PARKS AND TOURISM AGENCY (ECPTA)**

04-09-2026

Update: ECPTA salary negotiations

Following recent media statements and meetings with organised labour regarding the financial crisis facing the Entity, the Board of Directors, through its Chairperson and Finance Committee, communicated the severe funding challenges currently confronting the organisation. The Board further indicated that ongoing engagements are taking place between the ECPTA, DEDEAT, and Provincial Treasury with the aim of resolving the funding shortfall.

An urgent meeting of the Joint Negotiating Committee was subsequently convened. During the meeting, Management presented the employer's salary offer, which forms part of the ring-fenced Compensation of Employees (COE) budget for the 2026/27-financial year. Management indicated that, owing to the Entity's financial constraints, provision had only been made for a 4% across-the-board salary increase.

The 4%-salary offer was rejected by both recognised unions. Management was requested to urgently engage the Board to reconsider its position and address the following demands raised by labour:

- 6%-salary increase
- Introduction of a 13th cheque
- Payment of approved bursaries for officials whose applications were approved during the previous financial year
- Payment of a danger allowance, as the relevant policy had already been approved by the Board.

Although management was asked to take this back to the Board as it falls short of members' expectations, it advised that the Board raised the issue of sustainability and longevity as it is still struggling to get funding for operations of the Entity. The employer's offer remains 4%, until the response from the Board, which will be tabled on 8 September 2026. Members will be balloted to indicate their choice after the meeting of 8 September 2026. As it stands, the employer is offering the following:

Salary offer

The employer has remained with the following offer with effect from 1 April 2026: 4% salary adjustment. According to the employer, this offer is aligned with the Consumer Price Index, the financial position of the Entity, and recent cost-of-living adjustments.

Reuben Maleka
<u>GENERAL SECRETARY</u>