



FOR PSA MEMBERS: **GAUTENG GAMBLING BOARD (GGB)**

11-08-2026

Feedback: Wage negotiations – Gauteng Gambling Board

The PSA wishes to provide members with an update regarding the progress made in the 2026 salary negotiations.

On 27 February 2026, the PSA accepted the employer's offer of a 7% across-the-board salary increase, subject to approval by the Member of the Executive Council (MEC) for Economic Development. Before the agreement could be implemented, a Gauteng Provincial Government Executive reshuffle resulted in the appointment of a new MEC, Honourable Vuyiswa Ramokgopa, who instituted significant governance interventions at the GGB, including changes in executive leadership and the appointment of an Administrator. Despite these developments, the PSA consistently engaged the employer and demanded implementation of the agreed increase. Following numerous written engagements and the PSA's indication that it intended to declare a formal dispute, the employer convened a meeting on 31 July 2026. At this meeting, management raised concerns regarding the organisation's financial sustainability and proposed the following sliding-scale salary adjustment:

- Salary band A: 7%
- Salary band B: 6%
- Salary band C: 5%
- Salary band D: 4%

The PSA refused to consider any alternative proposal without first scrutinising the financial information underpinning the employer's position. A follow-up meeting was held on 4 August 2026, during which the PSA negotiating team rigorously interrogated the employer's financial records. The engagements revealed that the GGB has, over time, suffered from serious governance, accountability, and financial-management deficiencies, which continue to affect its financial position. The PSA made it unequivocally clear that employees cannot be expected to bear the consequences of historical governance failures and financial mismanagement.

Following intensive negotiations, the PSA firmly rejected the employer's proposal in its current form and tabled the following counterproposal:

- Salary bands A and B: 7%

- Salary band C: 6%
- Salary band D: 5%

The employer has undertaken to seek a further mandate and will revert to the PSA once that process has been concluded.

Members will decide

The PSA is committed to transparent, democratic, and member-driven collective bargaining. No agreement will be concluded without members first considering the employer's final position and providing the PSA with a further mandate. Members are encouraged to remain patient, united, and resolute during this critical stage of negotiations, as collective bargaining derives its strength from worker unity. The PSA remains steadfast in protecting and advancing the rights and interests of members through principled negotiations, accountability, and good governance.

Employees who wish to join the PSA can contact Sibusiso Ndzala, PSA Provincial Organising/Marketing Officer - sibusiso.ndzala@psa.co.za / Cell/*WhatsApp* 082 880 8964.

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