



FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION (IDC)**

07-10-2026

Update: Salary negotiations

Members are aware that the PSA and the employer have been engaging in salary negotiations recently with regular updates provided to members. The PSA is pleased to inform members that negotiations have been concluded with a collective agreement signed by all parties (*attached*). The implementation of the agreement will be backdated to 01 July 2026.

Salary increase (cost-of-living adjustment - COLA)

Parties agreed to a sliding scale and concluded a three-year wage deal as follows:

M band - 5%
P band - 5.1%
A band - 5.4%
S band – 5.6%

For Year Two (2027/28), employees will receive an increase of CPI plus 1.5% and for Year Three (2028/29), employees will receive an increase of CPI plus 1%. Furthermore, parties agreed to a minimum threshold of 3.5% and a maximum of 6%. Should inflation fall below 3.5%, it will be deemed to be 3.5%. Conversely, if inflation exceeds 6%, it will be capped at 6%.

Further increase for top performers

The employer did not accede to the PSA's demand for a 3%-salary increase for employees who achieve a score of 3.5% and more, citing financial constraints and that the IDC has adequate mechanisms to address meritorious performance.

Pay parity

Parties agreed that the employer will conduct a pay audit within three months of signing the agreement. Any disparities identified through the audit will be addressed within a further three months.

Hybrid Policy

Parties agreed that this matter will refer to the Bargaining Forum within 60 days of signing the agreement, for further engagement aimed at developing a hybrid policy within a reasonable timeframe.

The PSA is steadfast in advancing the interests and rights of members and will continue to engage constructively on outstanding matters.

Employees who want to join the PSA can visit the PSA's website or contact PSA Offices.

Reuben Maleka

GENERAL SECRETARY