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

13-08-2026

Feedback: IDC salary negotiations - 12 August 2026

Members were informed, through an *Informus* issued on 20 July 2026 and during a subsequent members' meeting, of the employer's final offer on the PSA's demands. The employer has presented a revised position on Demand 1 (cost-of-living adjustment – COLA), whilst the offers on Demands 2 to 4 remain unchanged from what was previously communicated to members.

Salary increase (COLA)

Members will recall that the PSA consistently maintained the Union's demand for the employer to improve its offer for year two and year three to CPI plus 1.5%, despite the employer's insistence that it had exhausted its mandate and has financial constraints to accede to this demand. The employer has since indicated that it approached its board of directors, which agreed to adjust the year-two offer from 1% increase to 1.5%. The offer for year three remains unchanged at CPI plus 1%, as previously communicated.

The PSA is in the process of finalising the mandate-seeking exercise regarding the employer's offer. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER