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

20-04-2026

## Feedback: IDC salary negotiations - 17 April 2026

The PSA has tabled and substantiated its four wage demands as follows:

### **7.5% salary increase**

The PSA's demand for a 7.5% salary increase is rooted in the argument that the cost of living has risen sharply, particularly in essential areas such as electricity, healthcare, and fuel. These commodities have increased at rates significantly higher than the Consumer Price Index, which is the standard measure of inflation.

### **Further performance-based increase for top performers**

The PSA's demand is essentially a call to reinstate a structured pay progression system that the IDC once had in place. The proposal is that employees who achieve a performance score of 3.5 or higher receive a 3% salary increase because it will help motivate and retain employees when it is perceived as fair, predictable, and part of a broader total reward strategy.

### **Parity pay: Equal pay for work of equal value**

The PSA's demand for equal pay for work of equal value is based on a perception of historical pay parity challenges at the IDC. The PSA contends that legacy remuneration practices have resulted in pay disparities amongst employees performing work of equal value and therefore calls for corrective measures to address these perceived historical inequities.

### **Policy on hybrid work**

The PSA demands a formal hybrid work policy that provides certainty and assurance, instead of the current arrangement where IDC management can recall employees to the office at will. A collective agreement or policy will prevent unilateral decisions and protect employees' right to predictable hybrid work arrangements.

### **Management's response**

The IDC management requested clarification on the demands submitted by the PSA. In response, the PSA provided the required explanations. Management indicated that it would consult with its principals regarding the PSA's demands and revert for further engagement. Both parties agreed to reconvene on 22 May 2026 to continue salary negotiations.

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

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GENERAL MANAGER