



FOR PSA MEMBERS: **INDEPENDENT DEVELOPMENT TRUST (IDT)**

06-08-2026

IDT: Salary negotiations for 2026/27

The PSA participated in salary negotiations with the employer on 4 August 2026, during which the PSA formally tabled the Union's demand for an 8% across-the-board salary increase for employees. The demand was motivated by the increasing cost of living and the need to protect employees' purchasing power amidst rising household expenses. The PSA emphasised that employees continued to play a critical role in supporting the organisation's mandate and deserved a fair salary adjustment.

In response, the employer tabled an offer of 3.5%. The employer indicated that its offer was informed by the organisation's financial performance during the first quarter of the financial year, stating that the organisation had not achieved the required performance levels and that owing to financial constraints, it was of the view that it could afford 3.5% at this stage.

The PSA expressed concern regarding the employer's reliance on financial performance as basis for its offer and requested that the employer must provide the relevant financial information and records to organised labour for scrutiny. The PSA maintained that meaningful engagement on salary adjustments required transparency on the organisation's financial position.

Following discussions, parties agreed to report back to their respective constituencies on the outcome of the negotiations and seek fresh mandates. Negotiations therefore remain ongoing, and no agreement has been reached at this stage. Further engagement will take place on 19 August 2026.

The PSA is committed to pursuing a fair and reasonable salary adjustment that protects members against the increasing cost of living whilst ensuring meaningful engagement on the employer's financial position. Members will be informed of developments as negotiations progress.

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