



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

10-09-2026

Status report: IDT salary negotiations - 2026/27

Members will recall that the PSA previously issued an update on 25 August 2026 regarding the status of salary negotiations for the 2026/27-financial year. In that update, members were advised that the employer had requested a postponement of the scheduled engagement to allow it to consult its mandating structures on a possible revised offer.

Parties subsequently met on 8 September 2026 to proceed with negotiations. During this engagement, the PSA, in an effort to move the process forward and demonstrate the Union's commitment to constructive engagement, revised the demand from 8% to 7.5%. The employer moved from its initial offer of 3.5% across-the-board to a revised offer on a sliding scale of 4% for employees on salary levels 7 to 10 and 5% for employees on salary levels 11 to 18. The PSA noted the employer's improved offer and indicated that it would report the offer to members for their consideration and mandate.

Members are therefore requested to participate in the voting process and indicate whether they **accept** or **reject** the employer's revised offer. The voting poll will open on **10 September 2026 at 14:00** and close on **14 September 2026 at 10:00**.

To vote, please click on the following link: [IDT Salary Offer for 2026/2027 FY - PSA Members Voting Poll – Fill out form](#)

The PSA will be guided by the mandate received from members and will communicate the outcome to the employer accordingly. Members are urged to participate in the poll within the stipulated timeframe to ensure that the PSA's position accurately reflects the collective view of members.

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 SECRETARY