



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

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26-08-2026

## Feedback: IDT salary negotiations - 2026/27

Members will recall that the PSA previously reported on salary negotiations for the 2026/27-financial year, during which the PSA formally tabled the Union's demand for an 8% across-the-board salary increase. The demand was motivated by the escalating cost of living and the need to protect employees' purchasing power. The employer, however, tabled an offer of 3.5%, citing the organisation's financial performance and affordability constraints.

Following the previous engagement, parties agreed to meet for further discussions on 19 August 2026. On the day of the scheduled meeting, the employer requested a postponement and indicated that it was still consulting its mandating structures regarding a possible revised mandate on the previous offer of 3.5%. The PSA subsequently followed up with the employer regarding a new date for the postponed engagement. The employer advised that its internal consultation process is still ongoing and that it will revert to organised labour with a meeting date as soon as it has obtained a revised mandate.

The PSA remains concerned about the delay, as members are awaiting a fair and reasonable salary adjustment. The PSA will continue to engage the employer and will insist that the process be concluded without unnecessary delay once the employer's mandating process has been finalised. Members are assured that the PSA is committed to pursuing a salary adjustment that recognises the rising cost of living and the important contribution made by employees in supporting the mandate of the IDT.

Members will be informed of developments as soon as further feedback is received from the employer.

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

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GENERAL SECRETARY