



FOR PSA MEMBERS: **NATIONAL LOTTERIES COMMISSION (NLC)**

---

06-03-2026

## Feedback: NLC Bargaining Forum - 5 March 2026

### **Revised draft NLC Disciplinary Policy**

The PSA had previously requested the employer to consider amending the Disciplinary Policy to include the appeal procedure. The employer indicated that its position remains as reflected in the current Policy. Its view is that the appeal process was expensive, considering cases held in the past. The employer also indicated that it is within the legislative mandate, as the recourse is still at the CCMA. The PSA noted the response but registered disappointment.

### **Conclusion: Agency-fee agreement**

The PSA had previously tabled this draft as provided for in the *Labour Relations Act*, and it was presented to the employer. The PSA is the outright majority Union and the only Union with bargaining rights, although there is another union with limited organisational rights. The Chairperson indicated that the presentation made by the PSA was impressive in terms of management feedback. The employer will get a mandate from the principals and report at the next BF meeting.

### **Disclosure: NLC pay-scale structure**

The PSA had previously requested the employer to disclose the pay-scale structure. The employer reported that permission was granted to release the pay scale before the end of March 2026, and it will be published on the intranet. The PSA noted the response with appreciation and will monitor the implementation.

### **Non-implementation of certain clauses of recent wage collective agreement (e.g., finalisation of grievances within prescribed timeframe)**

The current wage agreement contains a clause that emphasises sticking to the grievance resolution timelines, which the employer has, on several instances, not complied with. There is still no improvement to date. The employer indicated that, in its view, it has registered great progress and that all grievances are being attended to. It was resolved that parties will furnish each other with any unresolved grievances. The PSA requested that the Grievance Policy be reviewed to be in line with the SOP and the Grievance Form, and parties agreed. The process of policy review will thus commence soon.

### **Leave policy**

The presentation of the draft leave policy was deferred as the person responsible was not available.

## Placement policy

It was reported that the placement policy is at an advanced stage. Very few people will be affected by change in their roles, and no employees will lose their jobs or be demoted as a result. The process is to enable the organisation to move from analogue to automation processes. Placement letters will be issued to employees, and there will be an opportunity to make appeals. The policy is not yet finalised as it has not been served in front of the Board. The PSA noted the presentation and requested a copy of the draft policy, which will be shared with the PSA on Friday, 13 March 2026.

## Bereavement

The employer reported that a draft policy and guidelines on bereavement have been developed and will be shared with the PSA on Friday, 13 March 2026. The PSA noted the presentation.

## Dress code

The employer reported that a draft policy and guidelines on dress code have been developed to address the way employees should dress, and inputs were received from employees and the PSA. It will be shared with the PSA on Friday, 6 March 2026. The PSA noted the presentation but indicated dissatisfaction with the approach as this should have been addressed at a sectional level where there are concerns.

## Confirmation of annual increases 2026/27 as per agreement

Members are aware that parties concluded a three-year wage agreement with the following terms:

1. For the year 2025/26: 7% increase.
2. For the year 2026/27: CPI plus 1.5% increase; and
3. For the year 2027/28: CPI plus 1.5% increase

The employer reported that it is still waiting for the service provider to give the projected CPI for the next financial year and will share this information with the PSA on or before Friday, 13 March 2026. This will enable parties to determine the percentage to be implemented on 1 April 2026.

## Draft Bargaining Forum Constitution

The PSA demanded that a draft Constitution be developed. The PSA's view is that a Bargaining Forum Constitution is the governing instrument that regulates how a workplace bargaining forum operates. In the South African context, it is usually established in terms of the *Labour Relations Act 66 of 1995*, particularly the collective bargaining framework contained in Chapter III. It sets out the rules, powers, procedures, and representation arrangements for negotiations between the employer and organised labour. The employer advised that it would share the Rules of Engagement for the PSA to go through to ascertain if there is a need to conclude the Constitution on or before Friday, 13 March 2026.

Employees who have not joined the PSA whilst being eligible can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER