



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

25-05-2026

## Feedback: NLC 5.5%-wage increase - 2026/27-financial year

Members are aware that the PSA and the NLC concluded a three-year wage collective agreement covering 2025/26, 2026/27, and 2027/28. The collective agreement on COLA provides for an increase based on inflation as inflation stands on April of each year, plus an additional 1,5%.

The details of the agreement were as follows:

- For year 2025/26 it was agreed on 7% increase;
- For year 2026/27 it was agreed on CPI plus 1.5% increase; and
- For year 2027/28 it was agreed on CPI plus 1.5% increase.

In February 2026, the employer sent a memo indicating that the CPI was at 3% and with the 1.5% cost-of-living adjustments it was intending to increase by 4.5%. The PSA rejected that memo and advised the employer to wait for the actual April 2026 CPI as agreed in the collective agreement.

Nevertheless, the employer proceeded and paid the 4.5% increase in April 2026, with an understanding that it will await the April 2026 CPI. Statistics have now become available and stand at 4.0%. Therefore, as of the June 2026 payroll, the NLC will implement a 5.5% COLA, where all qualifying staff will be paid the 1% shortfall in the interim COLA that is owing to them.

The PSA wants to thank the leadership of the Union at NLC for their dedication to ensure that members' interests are prioritised.

Employees who have not joined the PSA whilst eligible can visit the PSA's website or PSA Provincial Offices countrywide.

Reuben Maleka  
GENERAL MANAGER