

Update: NLSA wage negotiations - 9 JULY 2026

The PSA wishes to update members on the recent wage negotiations meeting held between the employer and organised labour regarding the 2026/2027 financial year wage demands. Members will recall that the PSA requested the employer representatives to engage their principals to obtain a revised mandate on the wage demands.

Subsequent to the engagements, the employer tabled the following final offer;

PSA demands	Employer's response
Single-term agreement	Employer in agreement
Housing Allowance An Increment of housing allowance from R1400,00 to R2000,00	The employer increased the housing allowance by R200.00, from R1,400.00 to R1,600.00 per month, backdated to 1 April 2026.
Introduction of Performance Management System	Employer in agreement
Re-instatement of 1% pay progression	Employer in agreement
Recognition of improved qualifications	Employer in agreement
10% salary increase across-the-board for employees in the bargaining forum	The employer offered a 3% salary increase across the board, backdated to 1 April 2026.
Bursary for dependents of the NLSA employees	Rejected, the policy covering employees will be enhanced

The PSA will now embark on a thorough mandating process to obtain members' views and mandate on the employer's final offer. A general members' meeting will be held on 14 July 2026, during which the employer's final offer will be discussed in detail. Members will have the opportunity to consider the offer and record their mandates through their respective representatives. The next meeting with the employer is scheduled to take place by end July 2026.

Members are strongly encouraged to actively participate in the mandating process to ensure that their views are considered before the PSA determines its final position on the employer's offer.

Not a PSA member yet?

Join today by visiting the PSA's website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER