

FOR PSA MEMBERS: **NATIONAL LIBRARY OF SOUTH AFRICA (NLSA)**

13-04-2026

NLSA wage negotiations: 2026/27-financial year

Parties in the Bargaining Forum have formally commenced 2026/27-wage negotiations. Labour has tabled its consolidated demands, and the employer has presented its initial offer.

Labour tabled the following demands:

- Single-term agreement.
- 10% salary increase across-the-board for employees in the Bargaining Forum.
- Housing allowance increase from R1 400 to R2 000.
- Reinstatement of 1% pay progression.
- Introduction performance management development system.
- Bursary for dependants of NLSA employees.
- Recognition of improved qualifications.
- Review of recognition agreement.

The employer responded as follows:

- Agreed to single-term agreement-
- 0% salary increase, indicating that the 10% demanded by labour is unaffordable. Labour demanded that the employer submit financial projections.
- The employer indicated that the R600 housing allowance demand is unaffordable. Labour proposed that it considers a staggered increase. The employer will respond in the next meeting.
- Agreed to the reinstatement of 1% pay progression.
- Agree to introduction performance management development system.
- The employer has instead proposed strengthening the bursary scheme and increasing the number of employees who will benefit.
- Agreed to introduce recognition of improved qualifications.
- Agreed in principle - labour will submit inputs on the clauses it intends to review.

Parties agreed to continue negotiations. The next meeting is scheduled before the end of April 2026.

Members will be informed of developments as negotiations progress.

The PSA is committed to ensuring that the interests of employees are prioritised in every Joint Bargaining Forum engagement.

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GENERAL MANAGER