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FOR PSA MEMBERS: **NORTH WEST PARKS AND TOURISM BOARD (NWPTB)**

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15-05-2026

## Update: NWPTB salary negotiations

The PSA participated in salary negotiations with the North West Parks and Tourism Board (NWPTB) on 11 May 2026 regarding salary adjustments for employees. Following consultations with members, the PSA tabled demands for the 2026/27-financial year. During salary negotiations, which took place on the above-mentioned date, the employer further proposed that parties engage in multi-term negotiations covering 2025/26, as there was no salary negotiations concluded for the 2025/26-financial year. The employer also indicated that the Board has already budgeted for that financial year, and parties only needed to agree on the implementation thereof. The employer further requested that parties engage in further multi-term negotiations, also covering the 2027/28-financial year.

Organised labour, however, raised concerns that such an approach may delay the finalisation of the 2025/26-salary increase. Parties concluded that negotiations for the 2025/26-financial year should first be finalised whereafter labour will seek mandates from members regarding the future financial year. The employer further requested unions to consult members on a possible salary increase ranging between 4.5% and 4.9% for the 2025/26-financial year. The PSA rejected this approach and maintained that the employer must first table a formal offer on record before members can be consulted.

The employer requested an opportunity to obtain a written mandate from the Chief Executive Officer regarding the proposed increase. Parties agreed that the employer will submit a written offer before the next meeting to allow unions sufficient time to consult members and obtain mandates to expedite the finalisation of 2025/26-salary negotiations. Members will be informed of developments after the next negotiation meeting, which is scheduled for 21 May 2026.

For further clarity, members are requested to contact the PSA Chief Negotiator, Nceba Baardman, on 082 880 8939 / [Nceba.baardman@psa.co.za](mailto:Nceba.baardman@psa.co.za).

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