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FOR PSA MEMBERS: PAN SOUTH AFRICAN LANGUAGE BOARD (PANSALB)

28-04-2026

Feedback: Forum meeting held with employer - 23 April 2026

Notch progression calculations as at 15 April 2026: 2024/5 financial year, last notch

The PSA have tabled a proposal to the employer to grant approval for a once-off performance bonus calculated at 1,5% or more, of the current notch for employees who have reached the maximum notch of their salary level and are continuing to exceed performance expectations. The employer responded that a proposal was tabled to the Board and a decision is awaited. Once the decision was made, labour will be informed of the response. In the interim, a concern was raised that a yearly decision is required and an alternative solution needs to be made. The PSA has proposed to table a draft agreement for the employer's consideration. The draft is *attached* hereto and members are requested to provide their input in order to finalise a proposal to the employer for consideration. Members are requested to submit such inputs to astrid.al-anani@psa.co.za before **10 May 2026**.

Other matters

Parties also agreed to deal with the other matters, such as the conclusion of an agency fee agreement, the development of a policy on Interns and their possible absorption as well as how to handle Pillar (extended Sick Leave) within PANSALB through the development of guidelines, at a special meeting to be convened mid-May 2026. Members will be kept informed.

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Reuben Maleka
GENERAL MANAGER