



FOR PSA MEMBERS: **PROPERTY PRACTITIONERS REGULATORY AUTHORITY (PPRA)**

12-05-2026

PSA update to members

The PSA wishes to update members on key collective bargaining and organisational developments affecting employees at the PPRA.

Cost-of-living adjustment (COLA) demand: 2026/27

The PSA has formally tabled a demand for an 8% COLA adjustment for the 2026/27-financial year. This demand is firmly based on detailed motivation submitted to the employer, which considers the prevailing economic conditions, rising costs of essential goods and services, erosion of real wages, and the increasing financial pressure faced by workers. The PSA has motivated that the proposed adjustment is necessary to restore purchasing power, protect employees against ongoing economic shocks, and ensure fair and sustainable remuneration. The PSA confirms that the Union is ready to commence wage negotiations and is committed to engaging constructively to reach a fair and reasonable settlement that advances members' interests.

Implementation: Hybrid working system

The PSA has submitted a formal motivation for the implementation of a hybrid working model. This proposal is aimed at improving working conditions whilst providing financial relief to employees, particularly in relation to transport and daily commuting costs. The motivation highlights the benefits of hybrid work for employees and the employer, including improved work-life balance, enhanced productivity, reduced operational costs, and better utilisation of organisational resources. The PSA has further emphasised the need for clear performance management and accountability measures to support effective implementation.

Engagement with PPRA Board and Executive Management

The PSA recently held a meeting with a delegation of the PPRA Board members and Executive Management. During this engagement, the PSA indicated the Union's intention to urgently engage the employer to address and finalise critical outstanding labour matters. The following priority issues were identified for focused engagement:

- Salary increases for 2026/27-financial year;
- Implementation of a remote/hybrid working system;
- Implementation of a housing allowance;

- Remuneration structure conversion;
- Review of existing policies;
- Finalisation of the Recognition Agreement; and
- Establishment of a bargaining forum.

Both parties committed to prioritising engagement on these matters to ensure meaningful progress and stability in labour relations at the PPRA.

Appointment of PPRA Chief Negotiator

The PSA reaffirms the Union's commitment to the promotion and protection of members' interests and rights, whilst ensuring continuity in service delivery. As a result of the reallocation of departments and entities, the PSA has appointed Joseph Mashigo as the PSA Chief Negotiator for the PPRA, with effect from 1 May 2026. Mr Mashigo's contact details are as follows: 082 885 0863 / joseph.mashigo@psa.co.za. The contact details for the immediate supervisor, Jannie Oosthuizen, are as follows: 082 903 6807 / jannie.oosthuizen@psa.co.za.

Important notice to members

Members are advised to refer all collective bargaining matters that require consultation or negotiation for the attention of the PSA's Chief Negotiator through elected PSA shop stewards to ensure coordinated and effective representation. The PSA will keep members informed of all material developments as negotiations progress.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER