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

17-09-2026

# Feedback: PSA and PPRA Management Meeting – 16 September 2026

The PSA met with the PPRA Management on 16 September 2026 to discuss outstanding matters affecting employees. The following developments were reported:

## 2026/27 cost-of-living adjustment

Management confirmed that all salary increase payments for the 2026/27-financial year were processed and paid accordingly, notwithstanding some attempt to halt payments. Parties agreed that negotiations for the 2027/28-financial year should commence earlier to allow sufficient time for meaningful engagement and the timely conclusion of negotiations.

## Review: Leave Policy

Management confirmed that the revised Leave Policy had been approved. The contents of the approved Policy will be shared with employees in due course. The PSA will review the final Policy and communicate any relevant implications for members once it has been made available.

## Implementation: Hybrid working system

Management confirmed that approval for the implementation of hybrid working had been obtained. However, concerns relating to employee eligibility, compliance requirements, and performance management remain obstacles to implementation. Following meaningful engagement, the PSA proposed that hybrid-working arrangement be implemented from 1 October 2026. Management committed to working towards implementation but indicated that it must first complete an analysis of employees' performance contracts. Management advised that implementation is expected to take place no later than the second week of October 2026. The PSA will continue to monitor the process to ensure that the approved hybrid-working arrangement is implemented without unnecessary delay.

## Pension-fund contribution

Management reported that it had met with *Alexander Forbes* to consider the implications of reviewing the pension-fund contribution percentage. The engagement considered, amongst other matters, the possible impact on employees' retirement savings, PAYE obligations, and risk benefits. Management indicated that further processes and consultations are still being undertaken before a final position can be reached. The PSA will continue to engage management.

## Salary conversion

Management maintained its position that it would proceed with the implementation of the salary conversion process. The PSA reiterated the Union's position and will continue to support and represent affected members regarding their individual positions and concerns on the matter. Members who require assistance are encouraged to approach the PSA.

## Implementation: Housing Allowance Policy

Management indicated that it had been tasked with developing a new housing-allowance policy. The policy that had previously been under discussion, and upon which the parties had intended to rely for the implementation of the housing allowance, was never signed or formally approved.

The PSA noted the employer's position but expressly reserved the rights of its members regarding the housing allowance. The PSA will consult its legal team and consider the appropriate course of action to protect members' interests.

Members will be informed of developments.

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 SECRETARY