



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

20-05-2026

PPRA: Feedback to PSA members

2026/27-salary negotiations underway

Salary negotiations for the 2026/27-financial year formally commenced on 15 May 2026, following the PSA's tabling of an 8% cost-of-living adjustment (COLA) demand, supported by a detailed motivation. The employer initially tabled an offer of 3.8%, later revised to 4%. In response, and in the spirit of constructive engagement, the PSA revised the Union's demand to 6.5%, considering the employer's stated affordability constraints and National Treasury directives. The PSA emphasised the continued erosion of real wages, rising costs of essential goods and services, and the increasing financial pressures faced by members, and called on the employer to table a more reasonable offer that protects purchasing power.

At the follow-up meeting on 19 May 2026, the employer improved its offer to 4.5%, and subsequently tabled a final offer of 5%, whilst the PSA's final demand tabled was at 5.5%. Parties also engaged on the possibility of concluding a multi-term agreement, with the PSA indicating willingness to consult members on such an arrangement, *subject to improved forward commitments*, specifically 6% in year two and 7% in year three. Parties have agreed to seek mandates from their respective constituencies and will reconvene on 1 June 2026.

Implementation: Hybrid working system

The employer responded to the PSA's request for the introduction of a hybrid working system to alleviate the burden of high fuel costs. Whilst indicating willingness to consider the request, the employer proposed that implementation be subject to the development of a formal policy, benchmarking with other organisations, and exclusion during audit periods. The PSA emphasised the urgency of the matter, noting that delays associated with policy development and benchmarking would undermine the immediate relief required by employees. As such, the PSA proposed a dual-track approach, namely:

- Immediate implementation of hybrid working as a pilot project, and
- Concurrent development of a formal policy informed by lessons from the pilot.

The PSA further indicated that hybrid working remains an evolving practice across most organisations, making benchmarking less practical. The employer undertook to present the matter, including the PSA's

proposal, to the Human Capital Board Committee on 20 May 2026, with further consideration expected at the upcoming Board meeting. Members will be updated once feedback is received.

Pension-fund contribution

The employer has considered members' requests regarding possible adjustments to pension-fund contributions, including proposals to reduce contributions and increase net pay. Engagements with fund consultants confirmed that contribution levels remain an employer prerogative, subject to governance processes, remuneration strategy, and consultation with organised labour. Importantly, potential changes may have implications for retirement outcomes, tax efficiency, and insured benefits linked to pensionable salary. Having noted responses received from members on the *WhatsApp* platform, for the purpose of record keeping and proper mandate, **members are requested to provide a mandate to the PSA on whether the matter should still be pursued with the employer.** Responses must be submitted to the Branch Secretary at Loyiso.Kibido@theppra.org.za by **25 May 2026**.

Salary conversion

The employer provided background on the proposed conversion from a basic-plus salary structure to a cost-to-company model. Consultations with affected employees have been concluded. The employer has assured the PSA that:

- Employee benefits will not be adversely affected, and
- Employer contributions, including the 13th cheque, will remain intact.

The employer indicated that the consultation phase has been finalised and that the matter will proceed to the next stage. The PSA will consult members affected by the conversion individually to assist them with any way forward they choose.

Implementation: Housing Allowance Policy

The PSA raised concern with the employer regarding the non-implementation of the Housing Allowance Policy, which was approved and signed in 2019, but has not yet been implemented. The employer acknowledged this omission and conceded that the failure to implement an adopted policy constitutes a lapse on its part. However, the employer indicated that the current Policy does not specify the value of the allowance, which renders immediate implementation impracticable.

Following discussions, parties agreed to embark on a benchmarking process with comparable institutions that provide similar housing benefits, with the aim of determining a viable and sustainable framework for implementation. The matter will be further deliberated at the next meeting scheduled for 1 June 2026, where progress on benchmarking and possible implementation options will be considered.

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.

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GENERAL MANAGER