



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

25-06-2026

PPRA: Feedback to PSA members

2026/27-salary negotiations/final offer

The PSA and the employer convened a meeting to continue salary negotiations and engagements on matters of mutual interest. During the engagement, the employer confirmed its final offer of a 5%-salary increase for the 2026/27-financial year and indicated that it did not have a mandate to improve the offer beyond this level. The employer cited the current financial constraints facing the entity as basis for its position, whilst noting that improved financial performance may allow for better increases in future. Following this engagement, the PSA convened a members' meeting to provide feedback and to obtain a mandate on the employer's final offer. Members were requested to indicate whether the offer should be accepted or rejected. The majority of members participated in the process and voted in favour of accepting the 5%-salary increase offer. In line with this mandate, the PSA will proceed to conclude a collective agreement with the employer to give effect to the implementation of the increase.

Review: Leave Policy

Members are aware of the longstanding engagement between the PSA and the employer on matters relating to leave provisions. A key concern raised by the PSA relates to the employer's requirement that employees utilise their annual leave during the compulsory December closure period, which significantly limits employees' ability to take leave at a time of their choosing. The PSA maintained that the December closure constitutes an employer-initiated rest period and should therefore not be deducted from employees' annual leave entitlement. The employer reported that the matter was presented to the Human Capital and Remuneration Committee (HC and RemCO), which supported the recommendation that employees should no longer be required to utilise their annual leave during the compulsory December closure period. The recommendation will now be submitted to the Board for approval. In terms of the current policy, annual leave entitlement remains unchanged and is allocated as follows:

- Employees with less than three years of service: 15 days per annum
- Employees with more than three years but less than six years of service: 20 days per annum
- Employees with more than six years of service: 25 days per annum

Members will be updated once the Board has considered the recommendation and a final decision has been taken.

Implementation: Hybrid working system

The employer reported that the PSA's proposal for the implementation of hybrid working was presented to the Human Capital and Remuneration Committee (HR and RemCo) of the Board. The Committee received the proposal positively and indicated that, should a pilot be implemented, it should run for at least six months, rather than the initially proposed three months, to allow for proper assessment of the model's viability. However, the Committee requires management to submit a detailed implementation plan, addressing key areas such as:

- Monitoring and management of performance and attendance
- Administration and control of leave
- Measures to address connectivity challenges and ICT system requirements

Management has since supplemented its submission, and the PSA has been afforded an opportunity to provide inputs before the report is submitted to the HC and RemCO Committee for further consideration on 10 July 2026. Members are requested to review the proposal and submit inputs to the PSA Branch Secretary at Loyiso.Kibido@theppra.org.za by **26 June 2026**.

Pension-fund contribution

The employer reported that it has engaged *Alexander Forbes*, who has agreed to provide a workshop for employees and management outlining the advantages and disadvantages of current pension arrangements and any proposed adjustments. The workshop is expected to be scheduled within the next two weeks, subject to availability.

Salary conversion

The employer indicated that it would convene a townhall session with all employees to present comprehensive information that informed the decision to proceed with salary conversion. Following the session, affected members will be given an opportunity to exercise their preferred option. The PSA will monitor the process closely and continue to support members throughout.

Implementation: Housing Allowance Policy

The employer reported that the issue of the housing allowance was also presented to the HC and RemCO Committee, which required management to benchmark with other institutions offering a similar benefit. Management has undertaken benchmarking with several entities, including the public service, where the highest housing allowance identified is R2 037.28. A comprehensive benchmarking report will be presented to the HC and RemCO Committee on 10 July 2026, where a final decision 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.

Reuben Maleka
GENERAL MANAGER