



FOR PSA MEMBERS: **PUBLIC SERVICE COORINATING BARGAINING COUNCIL (PSCBC)**

15-05-2026

Update: Salary increase for Senior Management Service (SMS) members

The PSA hereby informs members that clarity has now been provided regarding the salary increase for employees in the Senior Management Service (SMS). Following concerns raised by PSA members, the PSA formally wrote to the employer enquiring about the non-communication and implementation of the SMS salary adjustment for the 2026/27-financial year.

The Department of Public Service and Administration (DPSA) issued *Circular No 18 of 2026*, titled *Improvement in Conditions of Service for Members of Senior Management Service: 1 April 2026*. The *Circular* confirms that a 4% pensionable salary adjustment has been approved for all eligible SMS members with effect from 1 April 2026. According to the *Circular*, the adjustment applies to SMS members appointed in terms of the *Public Service Act, 1994*, and SMS members in the South African Social Security Agency. The DPSA further indicated that the adjustment will be implemented programmatically on Persal, and departments are required to inform affected SMS members in writing of their revised total cost-to-employer (TCE) packages. The *Circular* also provides that SMS members may restructure their TCE packages with effect from 1 April 2026.

The PSA welcomes the release of the *Circular*, as it brings long-awaited certainty to SMS members. The PSA will, however, closely monitor the implementation of the adjustment at departmental level and will continue to assist members should challenges arise regarding incorrect payments, delays, or disputes related to revised salary packages.

Members experiencing difficulties with implementation are encouraged to contact their PSA shop stewards or the nearest PSA Office for assistance. 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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