



FOR PSA MEMBERS: **SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA)**

04-08-2026

Update: Management Union Consultative Forum (MUCF)

The PSA, as the recognised Union representing employees at SALGA, attended a special MUCF meeting on 31 July 2026. The following issues were discussed:

Proposed amendment of Recognition Agreement (RA)

The employer confirmed to have received all proposals by the PSA on the draft, accepted the changes, and gave the PSA rights for access and representation in line with the *Labour Relations Act, 1995*, as amended. The employer also indicated that currently the PSA is at 45% against the 50+1 required for bargaining. The PSA has also been granted the right to observe during the recruitment and selection process at SALGA where the employer stated that should the PSA not avail itself after being invited for the interviews, the process will continue irrespective of the absence.

The PSA has 45% of members at SALGA, which allows access to the workplace and the election of shop stewards. The response to the draft RA was noted by the PSA. However, the PSA requested to be given time to go through the document after the employer submitted its response given that the document was not shared with the PSA prior to the meeting. The PSA also requested to be furnished with the total number of employees at SALGA in order to be aware of the number needed to improve representation. The employer committed to submitting the requested information where it will perform a comprehensive exercise through its payroll versus the PSA membership.

Salary increases: 2026/27

The PSA raised concern on how the employer has dealt with the salary increase for the above-mentioned financial year where the PSA was not involved unlike what happened in previous years. In response to the PSA's submission, the employer reminded the PSA that the Union ought to have requested a meeting not for bargaining but to be consulted on the percentage that SALGA has agreed on, which did not happen. SALGA has given a 3%-salary increase for the 2026/27-financial year for employees in the bargaining unit.

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