



FOR PSA MEMBERS: **SOUTH AFRICAN WEATHER SERVICE (SAWS)**

08-05-2026

Update: SAWS salary negotiations

A special Bargaining Forum meeting was convened recently to continue discussions on salary negotiations following the PSA's tabling of an 8%-salary increase demand on 18 March 2026.

In response, the employer submitted a counteroffer of a 5%-salary increase, coupled with a once-off payment of R6 000. The PSA subsequently conducted a feedback session with members, during which members provided a revised mandate of a 7% across-the-board (ATB) salary increase.

A follow-up meeting was thereafter held on 5 April 2026, during which the employer presented its financial position to parties in the Bargaining Forum. During the engagement, it emerged that an amount of approximately R32 million allocated towards cost of employment had remained unutilised for more than three financial years. Based on the financial information presented, labour formed the view that the employer possesses the financial capacity to improve its offer and potentially meet the 7% demand or higher. Consequently, labour requested the following additional information from the employer:

- A list of funded vacant posts for the 2025/26-financial year;
- Details of identified critical posts to be filled during the current financial year; and
- Salary scales applicable to all positions in the SAWS.

The Chairperson of the Bargaining Forum directed the employer to submit the requested information by 8 May 2026. Furthermore, a multilateral meeting is to be convened on or before 13 May 2026 to engage on the information submitted. In the event that parties are unable to reach agreement on the contents of the report, written correspondence must be submitted to the Chairperson by 8 May 2026 for further direction.

A subsequent bargaining forum meeting has been scheduled for 19 May 2026 with the aim of finalising salary negotiations and addressing the increasing financial pressures experienced by employees amidst rising living costs, including recent increases in fuel and electricity prices. Members will be updated on developments. The PSA is committed to advancing and protecting the interests of members.

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