



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

29-01-2026

Input required: SAWS wage demands - 2026/27-financial year (possible single-term)

The PSA, as the recognised Union representing employees at the South African Weather Service (SAWS), intends to table the Union's demands in pursuit of fair and equitable compensation that reflects the rising cost of living, prevailing economic conditions, and the need to align SAWS salaries with market-related benchmarks.

The PSA convened a member meeting on 23 January 2026 that was attended by 44 members out of the 85 total membership. The purpose of the meeting was to obtain a mandate to commence with salary negotiations for the 2026/27-financial year as it was the PSA's observation that members receive their increase very late in the year owing to the management mandating processes.

Members gave the Chief Negotiator the mandate to only negotiate for the percentage increase as other conditions of employment are dealt with in line with the Entity's policies. The SAWS Board will be convening its first meeting on 11 February 2026 that will, amongst others, deal with the budget. The mandate given was to table an 8% across-the-board increase without unnecessarily dragging negotiations given that there is no possibility of negotiating for a double-digit percentage increase given the current economic situation in the country.

During the PSA membership meeting on 23 January 2026, members considered the framework for the next demand being:

Term of the agreement: Single-term agreement

Percentage increase: That the percentage increase be 8%, based on inflation, medical inflation, other items not in the CPI basket, and noting that SAWS employees have been receiving less than market-related increases.

Any other matter: Members recommended that the demand should only address the salary increases as other matters will result in a delay in the implementation of the outcome.

Members are therefore requested to submit their inputs on the proposed demand to the PSA by sending an email to gracia.rikhotso@psa.co.za by no later than **6 February 2026**.

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