



FOR PSA MEMBERS: **LOCAL GOVERNMENT SECTOR EDUCATION AND TRAINING
AUTHORITY (LGSETA)**

18-03-2025

LGSETA wage negotiations: **REQUEST FOR MANDATE**

Members are aware that the PSA has been engaged in salary and conditions of service negotiations with LGSETA. The employer has now tabled what it considers to be its final offer, which serves as a counterproposal to the PSA's demands. Members' mandate is required to determine the way forward.

Employer's offer is as follows:

Item	PSA demands	Employer's offer (14 March 2025)
Salary increase	Option 1: 6.5% (2025/26) Option 2 (Multi-Year): • 2025/26: 6.5% • 2026/27: CPI-based (5%-6%) • 2027/28: CPI-based (6%-7%)	Multi-Term Agreement: • 2025/26: 6% • 2026/27: 5.75% • 2027/28: 5.75% • 2028/29: 6.25% • 2029/30: 6.25%
Compulsory Leave Closure	Three days in December were not deducted from annual leave	Agreed, but 4 hours off on payday Fridays will be removed
Medical-aid adjustments	Adjustments aligned to Medical Price Index (MPI)	No additional increase: Medical aid remains part of Total Cost to Company (TCTC)
Housing Allowance	R1 500 across-the-board	Not affordable , but the employer will negotiate better home loan interest rates with <i>Liberty Life</i> and <i>Standard Bank</i> .

The employer has indicated its intention to finalise and sign the wage agreement **before the end of March 2025**. The PSA now seeks members' mandate on whether to **ACCEPT** or **REJECT** the employer's offer as a complete package.

MANDATE REQUIREMENTS

If **accepted**, the offer will be **binding in full**.

If **rejected**, all elements of the offer will be **declined**.

Voting details

Voting period: 19 March 2025 (09:00) – 25 March 2025 (15:00).

How to vote

- **Complete manual voting forms** (available via shop stewards or PSA Provincial Officials).

Important

- Each member **may vote only once**.
- **Non-PSA members** may participate **after completing membership forms** to join the PSA.

Your participation is **essential** to ensure that your voice is heard. **Make your vote count!**

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