



FOR PSA MEMBERS: NATIONAL LOTTERIES COMMISSION (NLC)

16-04-2025

Feedback: NLC - Matters of mutual interest dispute (2025/26-salary increment) referred 15 April 2025

Members are aware that the PSA was mandated to negotiate an 8.5% salary increment with the NLC, which offered only 6% and has shown an intention to implement unilaterally, like it did in the previous year. This has resulted in the deadlock.

The PSA has thus far heeded members' mandate and declared a mutual interest dispute with the CCMA on 15 April 2025 and is awaiting set down for a conciliation hearing. The current offer by the employer is 6% against the PSA demand of 8.5%, which in the Union's view, is affordable. Members are still reeling from the unilateral implementation of the meagre 4.4% COLA in the 2024/25-financial year. Members must note that the employer's offer of 6% excludes the 2.6% allowance, which ended on 31 March 2025. This will mean that the offer as it stands is a paltry 3.5% (**6% - 2.6% allowance**).

Members are therefore requested to start preparing for the eventuality of embarking on full-blown strike should the conciliation fail.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER