



## FOR PSA MEMBERS: NATIONAL LIBRARY OF SOUTH AFRICA (NLSA)

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05-03-2025

### Feedback: NLSA Bargaining Forum

Members will recall that the PSA tabled wage demands in order to commence negotiations for the 2025/26-financial year. The wage demands included a 10%-wage increase for all employees falling within the Joint Bargaining Forum effective from 1 April 2025, a R600 increase in Housing Allowance, the reinstatement of the 1%-Notch Increase, Performance Bonus, and Recognition of Improved Qualifications.

To the disappointment of labour, the employer responded to the demands by rejecting all other demands, suggesting that the demands are unattainable, and proposing a 4.5%-salary increase to all employees for the 2025/2026-financial year.

Organised labour rejected the employer's offer, expressing disappointment with the employer's response to the demands. Labour stated that 4.5% is an insult to its members given the high cost of living, with food and electricity prices regularly rising.

Labour was amenable to reduce the demand for housing from R600 to R500 and suggested that the employer considers a sliding scale salary increase with an average of 4.5%. The employer noted labour's proposal and committed to respond in due course.

Parties were unable to find each other, nonetheless, they are committed to expediting the process so that employees can receive their well-deserved compensation increases on time. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

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