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FOR PSA MEMBERS: **INDUSTRIAL DEVELOPMENT CORPORATION OF SOUTH AFRICA LIMITED (IDC)**

03-07-2023

Request for mandate from PSA members

Members are requested to give the PSA a mandate to either accept the final offer made by the IDC on the cost-of-living adjustment on a multi-term agreement of three years. The status of negotiations is as follows:

PSA's demands

Year	Adjustment
2023/24	Average of 7.7% on sliding scale
2024/25	CPI + 1.5% across-the-board
2025/26	CPI + 1.5% across-the-board

Assistance with the installation of alternative energy solutions through a grant of 50% of the value of the solution up to a maximum of R50 000.

IDC's final offer

2023/24 average salary increase of 7% distributed as follows:

Job level	Band	2023 ASR %
Senior Professionals	M	6.60%
Professionals	P	7.30%
Administration	A	7.90%
Support	S	8.00%

2024/25 average salary increase of CPI + 1% (6.1%) (*estimated increase at projected CPI of 5.1%).

Job level	Band	2024 ASR %
Senior Professionals	M	5.80%
Professionals	P	6.30%

Administration	A	7.15%
Support	S	7.25%

2025/26 average salary increase of CPI + 0.5% (5%) (*estimated increase at projected CPI of 4.5%).

Job level	Band	2024 ASR %
Senior Professionals	M	4.90%
Professionals	P	5.15%
Administration	A	5.40%
Support	S	5.50%

Alternative energy assistance

The IDC to negotiate with IDC-funded energy services companies to provide alternative energy solutions to employees at negotiated prices and agree on a finance model.

The PSA will commence with its mandating process from 3 July 2023 (15:00) until 5 July 2023 (10:00) for members to vote on whether the PSA should accept or reject the employer's offer. Negotiations are set to continue on 5 July 2023 and a further update will be provided to members at that stage.

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

GENERAL MANAGER