



**the dpsa**

Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

Private Bag X916, Pretoria, 0001 Tel: (012) 336 1000, Fax: (012) 326 7802  
Private Bag X9148, Cape Town, 8000 Tel: (021) 467 5120, Fax: (021) 465 5484

Enquiries : Samson Radebe  
Tel No. : 012 336 1569  
File : 18/1/P

Mr. F. De Bruin  
General Secretary: Public Service Coordinating Bargaining Council  
P.O. Box 2123  
**LYTTELTON**  
0176

Dear Mr. De Bruin

### **IMPLEMENTATION OF PSCBC RESOLUTION 1 OF 2025 ON THE SALARY ADJUSTMENT IN THE PUBLIC SERVICE FOR 2026/2027 FINANCIAL YEAR**

1. PSCBC Resolution 1 of 2025 provides that for the financial years 2025/2026, 2026/2027 and 2027/2028, *“the employer shall pay employees on salary levels 1 to 12, including those remunerated in terms of an OSD in the Public Service a pensionable salary increases:*
  - 1.1 Financial year 2025/26: 5.5%.
  - 1.2 Projected CPI for the financial year 2026/2027.
  - 1.3 Projected CPI for the financial year 2027/2028.

*The projected CPI will be as determined by the National Treasury during the tabling of the main budget for the respective years....”.*

2. Paragraph 3.2 of PSCBC Resolution 1 of 2025 provides that *“If the projected CPI percentage for the relevant period as contemplated in clauses 3.1.2.1 and 3.1.3.1 is less than 4%, the projected CPI for the relevant period will be deemed to be 4% and, in the event, the projected CPI for the relevant period is above 6%, the projected CPI will be deemed to be 6%. Furthermore, if the projected CPI for the relevant period is between 4% and 6%, the projected CPI increment for the specific period will be deemed to be that particular CPI figure between 4% and 6%”.*
3. National Treasury has confirmed projected CPI for the financial year 2026/2027 at 3.4%.
4. Therefore, noting the above clause in the PSCBC Resolution, the Minister for the Public Service and Administration has determined that salary scales that applied up to 31 March 2026 be adjusted by 4% for employees on salary levels 1 to 12 and those covered by occupation specific dispensation (OSDs) with effect from 1 April 2026. A copy of the approved DPSA Circular No. 15 of 2026 is attached for ease of reference.

5. The PERSAL update and changes, coding, programmer testing process is underway. In view of the above, the Programmatic Salary Adjustments are scheduled for the supplementary salary run of Monday, 20 April 2026, payable into employees' bank account on Thursday 23 April 2026 (for employees on salary levels 1 to 12). Employees receiving their salary at the end of the month will receive the back pay on their payment date of 30 April 2026.

Kind regards

**Mr. Willie Vukela**  
**Acting Director-General**  
**Date:**