



**PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)
MEMBER UPDATE - 2026/2027 COST OF LIVING ADJUSTMENT (COLA)**

REPORT 06 OF 2026

15 APRIL 2026

Following the recent Pulse report 04 of 2026, on the Cost-of-Living Adjustment (COLA), adjustment for the year 2026/2027 and in accordance with the provisions of PSCBC Resolution 1 of 2025. The Department of Public Service and Administration (DPSA) has provided an update regarding the 2026/2027 COLA adjustment for public servants.

Salary scales of public servants employed in terms of the Public Service Act on salary levels 1 to 12 and those covered by Occupational specific Dispensations (OSD) having had their salaries adjusted by four percent with effect from 1 April 2026.

Members should therefore urgently note the following:

That the PERSAL update and changes, coding, programmer testing process is currently underway and in view of the above, the programmatic salary adjustments are scheduled for the supplementary salary run of Monday, 20 April 2026, payable into member bank account on Thursday 23 April 2026 (for salary levels 1 to 12).

Therefore, members receiving their salary at the end of the month will receive the back pay on their payment date of 30 April 2026.



Why join Hospersa?

- Individual indemnity cover of up to **two million rand** per member (exclusion apply)
- Death benefit of **R7 000** for principal members after 6 months of membership
- Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- Collective bargaining **negotiating salaries** and other substantive conditions of employment.
- Trained, democratically elected **shop stewards**.
- Representation at **disciplinary hearings**, grievance procedures, and incapacity processes
- Representation on **various committees**, including Employment Equity and OHS
- General Meetings** with members
- Bilateral **meetings with management**
- Service provider benefits including **discounts on services** and stays at holiday resorts.

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