

# Media Statement

Issued by the National Lotteries Commission



## MEDIA STATEMENT

### THE NATIONAL LOTTERIES COMMISSION AFFIRMS COMMITMENT TO A RESOLUTION OF WAGE DISPUTE

[Pretoria, 06 May 2025)- Each year, the PSA and NLC management engage in wage negotiations, with the aim of concluding these discussions by April to coincide with the annual cost of living adjustment (COLA). In the 2024/25 financial year, negotiations extended well beyond this timeline, and by November 2024, the parties remained far apart, with the CCMA unable to facilitate an agreement.

“Based on recognising the importance of employee well-being, the NLC was determined not to let employees enter the festive season without an increase therefore the organisation backdated salary increase as from April 2024. At the same time, we had reached the limit of our mandate for a COLA. Rather than risk a protracted dispute or constant threats of a strike which were not acted upon, we implemented a 7% increase across the board in 2024/25 financial year. This comprised a 4.4% pensionable increase and a non-pensionable allowance equivalent to 2.6% of salary, payable until March 2025. At the time, CPI was approximately 4%, making this a substantial adjustment,” said Jodi Scholtz.

The decision to split the increase was guided by the need to manage a growing wage bill responsibly. Benchmarking exercises consistently show that NLC employees are well-compensated relative to peers in similar entities. We value our employees and remain committed to fair and responsible compensation, while ensuring the long-term sustainability of the NLC and the effective stewardship of public funds.

“Following the unilateral implementation of the 7% increase, (a step not uncommon when negotiations reach a deadlock), the union did not take further action until April 2025. Their current picketing and planned march to the DTIC focused on 2024/25 financial year issues, even as 2025/26 financial year wage negotiations are underway. We believe this approach does not advance constructive collective bargaining, and the certificate of non-resolution obtained over six months ago should, in our view, be renewed through the CCMA. We have grave doubts, informed by case law, that the current strike action is not founded on valid documents or grounds,” Scholtz further commented.

The National Lotteries Commission is confident that it negotiated in good faith, and in the interest of the commission and employees. The NLC remains committed to the collective bargaining process and is willing to resolve the outstanding issues with PSA, in the interest of employees, and the organisation. Furthermore, the NLC's remains positive about concluding this process while it continues the business of turning the organization around for the benefit of the civil society organizations to tackle poverty, inequality and unemployment.

-Ends-

For Media Enquiries:

Mediadesk@nlcsa.org.za

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✉️ Contact Centre: 08600 6538 | nldtf@nlcsa.org.za

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