

FOR IMMEDIATE RELEASE
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Successful Conclusion of 2026–2029 Wage Negotiations in the Chemical Bargaining Council

The National Bargaining Council for the Chemical Industry (NBCCI) congratulates the parties in the Industrial Chemicals sector on the successful conclusion of the 2026 wage negotiations and the signing of a landmark three-year collective agreement, effective 1 July 2026.

The successful conclusion of these negotiations represents an important milestone for the sector and reflects the commitment of both employers and organised labour to constructive collective bargaining and sustainable labour relations. The signing ceremony marks the culmination of a collaborative negotiation process and provides an opportunity for the parties to formally affirm their commitment to the agreement and its implementation.

This achievement is particularly significant for the NBCCI as it brings the Council one step closer to achieving its strategic objective of transitioning from a voluntary to a mandatory Bargaining Council. With collective agreements in the other four sectors already extended, the Industrial Chemicals sector was the final outstanding sector required to complete this important milestone.

The successful conclusion and signing of the Industrial Chemicals agreement therefore represents more than the conclusion of another wage negotiation; it is a significant step forward in strengthening collective bargaining within the chemical industry and advancing the NBCCI's long-term strategic objectives.

The Industrial Chemicals Sector comprises five sub-sectors: the Explosives Industry, Fertiliser Industry, National Speciality Chemicals, National Base Chemical and Surface Coatings. The negotiations and agreement involved all five member trade unions, namely Solidarity, the Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU), the National Union of Metalworkers of South Africa (NUMSA), the South African Chemical Workers Union (SACWU), and the General Industries Workers Union of South Africa (GIWUSA).

The successful outcome reflects the collective efforts of the parties and demonstrates the value of social dialogue in reaching agreements that contribute to stability, certainty and sustainable labour relations across the industry.



Petroleum sector



Glass sector



Pharmaceutical
sector



Fast Moving Consumable
Goods sector



Industrial Chemicals
sector

AGREEMENT HIGHLIGHTS

Despite the current economic climate, the parties reached agreement on an above-CPI wage increase, underscoring their commitment to constructive collective bargaining, economic sustainability, and the preservation of decent wages.

- For year one an across-the-board increase of 5.5% on current June 2026 actual basic wage, effective from 1 July 2026 to 31 December 2026.
- A further 0,5% across the board increase on December 2026 actual basic wage, effective 1 January 2027 to 30 June 2027.
- In year two (1 July 2027 to 30 June 2028), the average CPI plus 2% improvement factor. (Average CPI will be the average of the Headline CPI for the 12 months May 2026 to April 2027.)
- In year three (1 July 2028 to 31st December 2028) the average CPI plus 2% improvement factor. (Average CPI will be the average of the Headline CPI for the 12 months May 2027 to April 2028.)
- A further 0,5% across the board increase on December 2028 actual basic wage, effective 1 January 2029 to 30 June 2029.

Closing Remarks

The NBCCI congratulates all parties on the successful conclusion of the collective agreements, notwithstanding that they were finalised after the effective date. The commitment and dedication demonstrated by all negotiating teams reaffirm our shared objective of promoting labour peace, stability, and constructive collective bargaining within the Chemical Industry.

Through the extension of these agreements, the NBCCI continues to strengthen its role as an ethical leader in labour relations, fostering fair, sustainable, and practical solutions while facilitating the expeditious resolution of labour matters in the industry.

Leading with integrity. Delivering through collaboration.

ENDS

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