



THE APRIL 2026 REMCHANNEL SALARY & WAGE MOVEMENT SURVEY: **AT A GLANCE**



Twice a year, Remchannel publishes the Salary & Wage Movement Survey to identify key trends in remuneration and benefits across different staff categories to inform robust decision-making. This year's April 2026 guide features insights from **42 organisations employing 414 000 individuals**.

Amid a national cost-of-living crisis, salary increases have continued to outpace the Consumer Price Index. While projected increases for the next 12 months are expected to ease slightly compared with the past year, they are still set to remain above CPI. Notably, despite ongoing

economic pressure, labour turnover has reached its highest level since March 2020, with resignations responsible for 31% of all terminations.

With pay transparency on the horizon, the real question is how prepared local organisations are for the changes ahead. This survey suggests significant work still needs to be done as pay transparency draws closer.

The Remchannel Salary & Wage Survey provides critical insights and benchmarks for your business. **Email us for the full report.** Terms and conditions apply.

SALARY MOVEMENTS SUGGEST WARINESS

5.43%

average increase over the last 12 months



5.11%

anticipated average increase for the next 12 months

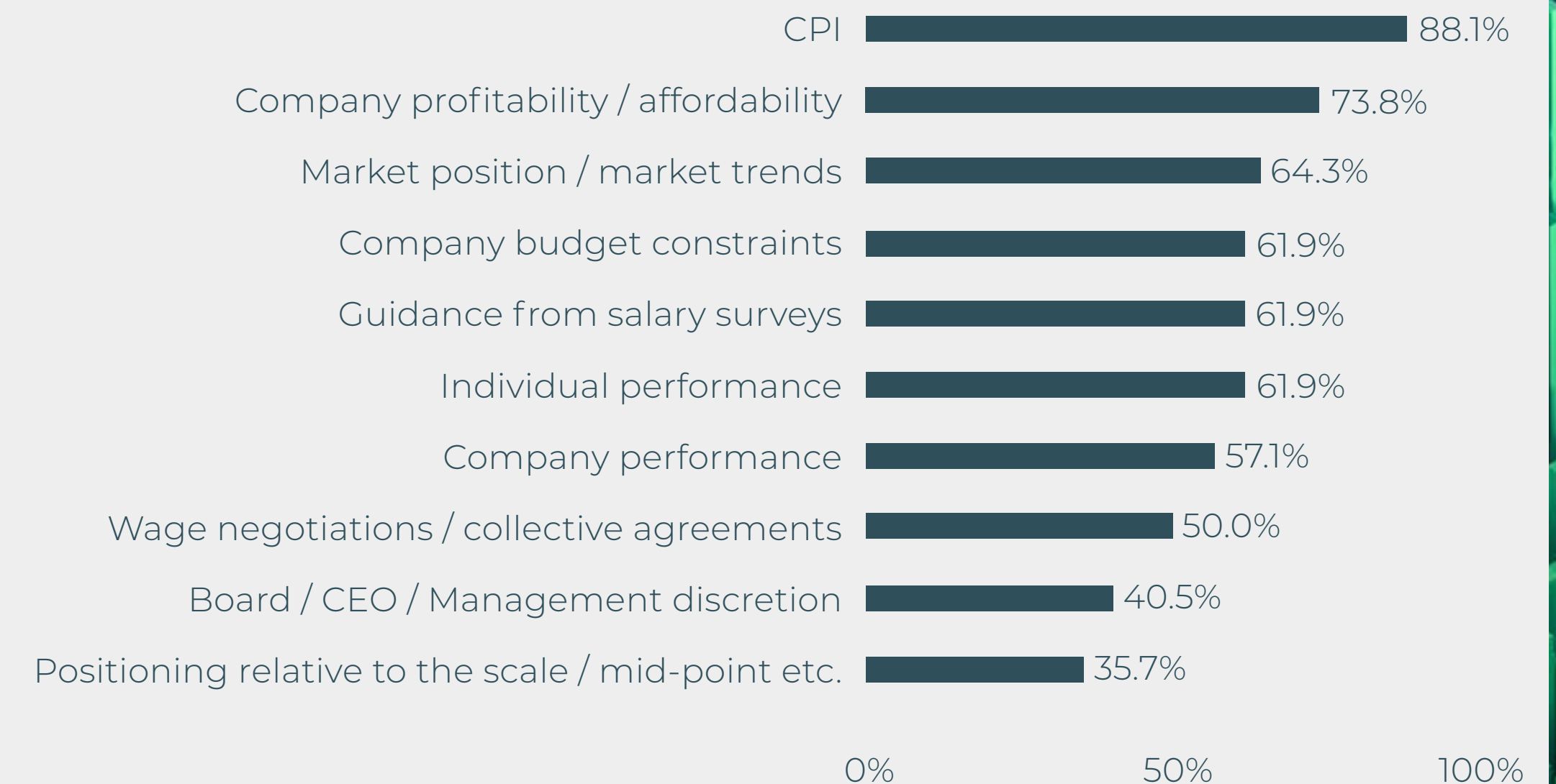


Anticipated salary increases suggest wariness around the possible return of cost-push inflation amid ongoing global uncertainty. Beyond CPI, company profitability and market trends remain the key factors shaping pay increase decisions.

Crucially, pay continues to outpace inflation (CPI average of 3.1% in March 2026), suggesting organisations are investing in their people despite mounting affordability pressures.

Take action: Build a CPI context into salary reviews to show employees they're still receiving real gains.

Top 10 factors considered for salary increase budgets



BENCHMARKING THE FUTURE

Young people's expectations and entry-level salaries are often misaligned. Organisations must ensure that pay is fair, competitive, and clearly communicated to manage expectations, while strengthening future talent pipelines through meaningful opportunities.

R11 301 pm

The anticipated average basic salary for unionised staff

R19 042 pm

The anticipated average basic salary for graduates

R6 304 pm

The anticipated average basic salary for Matriculants

R27 721 pm

The anticipated average total package for graduates

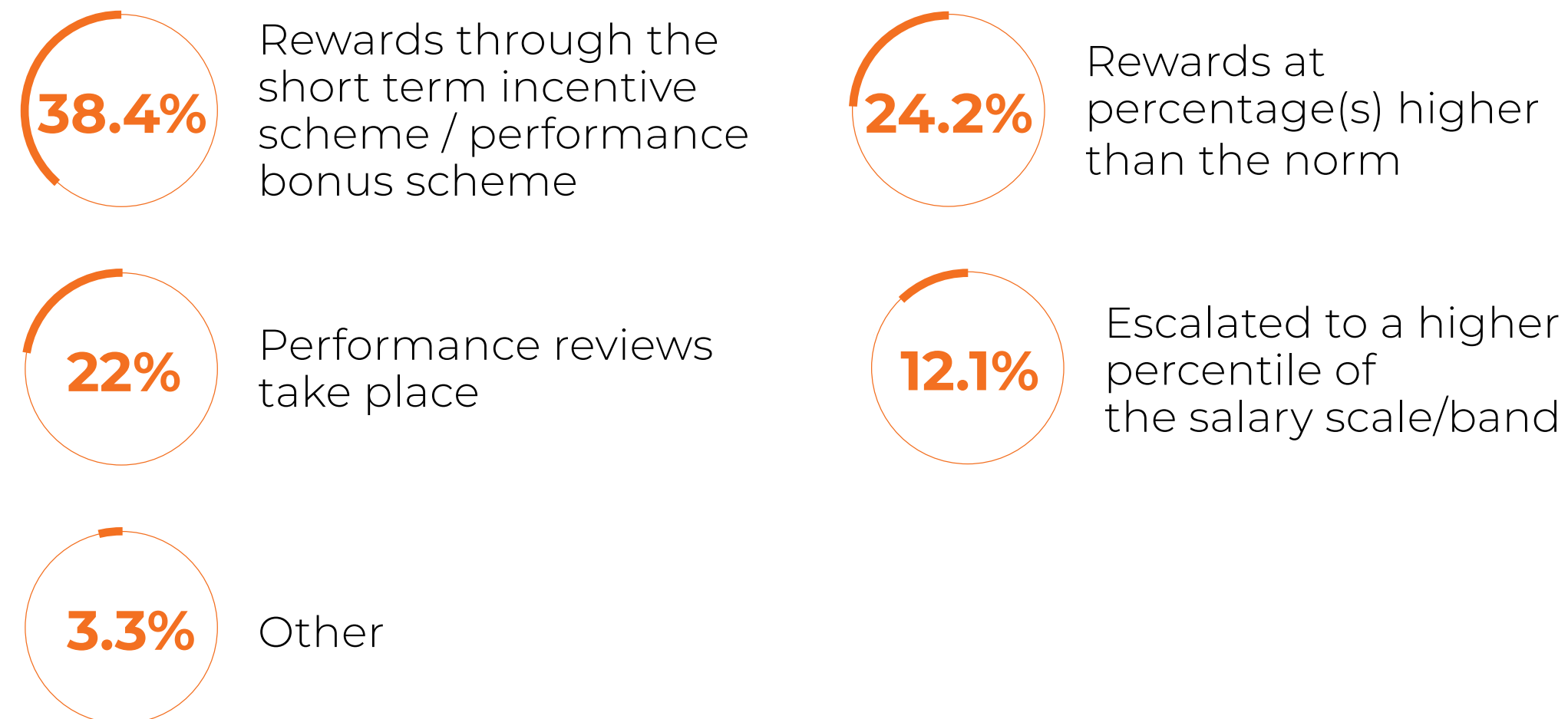
Take action: Audit and adjust and then publicise rates to universities and TVET colleges.



TOP PERFORMERS

ARE (MOSTLY) BEING REWARDED

Methods to reward top performance



35.7% of organisations still do not differentiate increases for top performers. Standard across-the-board increases may signal indifference to outlying individuals.

Take action: It's crucial to ensure a review process identifies and visibly rewards top talent, whilst managing internal equity. Fair and objective differentiation is the strongest retention lever.

FACTORS THAT MAKE EMPLOYEES (DIS)ENGAGE

Survey participants ranked the factors they believe impact engagement and productivity. Some of the top adverse causes included:



TOP REASONS FOR TURNOVER

(All employee categories)

↑ **21%** - labour turnover in 2026 vs **15.2%** in April 2025
26.6% - turnover is highest in FMCG/Retail/Agriculture
Fewer than **1 in 4** companies regularly measure employee turnover costs

Top 3 reasons for terminations:

32.7% **Dismissal – misconduct** (up from 13% in 2025)



31% **Resignation** (down from 39.4% in 2025)



24.2% **Non-renewal of contract** (up from 14.6% in 2025)



Top 4 reasons for resignations:

76.2%

Better job opportunities

73.8%

Higher remuneration

57.1%

Career change

38.1%

Increased benefits/ better employment conditions

Take action: Run a simple calculation: average annual salary x 1.5 = estimated replacement cost. Multiply by your annual attrition number. That figure is your business case for retention investment.

PAY TRANSPARENCY – READY OR NOT?

With looming legislation – the pending implementation of the remuneration sections of the amended Companies Act and the proposed Fair Pay Bill – accelerating change, pay transparency is coming. The question is how ready local organisations are.

The good:

- **85.7%** conduct a fair pay analysis annually
- **85.7%** manage pay disparities as part of annual reviews and promotions/transfers

The gaps:

- **26.2%** have formal written fair pay policies (up from about 20% in 2025)
- **51.3%** of employees only know their salary, with no access to pay bands
- **47.6%** of companies believe their employees are “probably not” satisfied with pay transparency



The most important success factors for pay transparency implementation? (As ranked by survey participants).

1. Communication and training
2. Leadership commitment

Take action: Update or draft your fair pay policy. HR leaders should define clear pay philosophies, set strategies to close gaps, equip line managers, and enable honest conversations about remuneration to position their companies strongly before legislation forces their hand.



Organisations right now are navigating a **delicate balance between fair, competitive pay and mounting affordability concerns in an uncertain global environment.** Current salary movements point to a cautious market, but also the need to remain competitive in attracting and retaining talent. With pay transparency becoming a certainty, **those willing to put the right foundations in place now will be better positioned for the future.**

Want to receive deeper, more tailored insights? Get a full report or participate in our next survey. Email Louna.Robbertse@remchannel.com for more information. Terms and conditions apply.