

FOR PSA MEMBERS: SOUTH AFRICAN NURSING COUNCIL (SANC)

01-08-2019

## Feedback: Salary negotiations at SANC

### Implementation: DPSC Circular on salary levels 9/10 and 11/12

Members are aware that salary negotiations at SANC started on 2 and 3 May 2019 for the 2019/20- and 2020/21-financial years.

During negotiations, the employer informed the PSA that it does not have a mandate to open salary negotiations for the 2020/21-financial year. The PSA's demand for the 2019/20-financial year was 10% across-the-board and the employer tabled a final offer between 8.45% (salary level 9-10); 6.45% (salary level 7-8); 6% (salary level 5-6), and 5.30% (level 4). As the offer was rejected by members, the employer requested a postponement after which parties agreed to meet again on 12 July 2019.

On 12 July 2019 the employer tabled the following revised offer after consulting the board:

- Salary level 9-10 = 8.45%
- Salary level 7-8 = 7%
- Salary level 5-6 = 6.8%
- Salary level 4 = 6.7%

On 12 July 2019, PSA members had a meeting to consider the latest offer. The majority of PSA members accepted the employer's latest revised offer. Parties signed the salary agreement on 25 July 2019 and payment will be effected from 31 August 2019, backdated from 1 April 2019.

Members will be kept informed of developments.

Ivan Fredericks  
GENERAL MANAGER