

FOR PSA MEMBERS: **SOUTH AFRICAN NURSING COUNCIL (SANC)**

01-11-2022

Feedback: COLA negotiations concluded at SANC

The PSA's SANC Branch together with its Chief Negotiator engaged SANC management to negotiate COLA for 2022/23. Meetings were held on 6 and 19 September 2022. On 6 September 2022, the PSA presented its demand of 10% to which the employer made a counteroffer of 4.5%. The offer of SANC was taken to members who rejected it in a meeting on 15 September 2022.

On 19 September 2022, the PSA tabled a salary increase demand of 9%, considering that the costs of medical aid, municipal tariffs, fuel, education, and the food basket have risen astronomically. The employer could not accede to the demand and made a final offer of 5.4%. The PSA could not digest the offer by the employer and requested the SANC to reconsider its position. After that, the PSA made a demand for a 7% increase.

The SANC then made an undertaking to consult with its principals, considering the PSA's demand of 7%. Parties agreed to adjourn and set a tentative date for 5 October 2022 to continue with negotiations. On 5 October 2022, parties remained deadlocked and adjourned the meeting to 25 October 2022. On 20 October 2022, the PSA's SANC Branch had a meeting with its members wherein members voted and accepted the employer's offer of 5.4%.

The PSA met with the SANC on 25 October 2022, wherein the offer of the employer of 5.4% was accepted and agreed to by parties. Parties will sign the agreement of which it is anticipated that backdated implementation and payment will be effected in November 2022.

The PSA will continue to work tirelessly in reaching a reasonable salary increase for members.

GENERAL MANAGER