

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

19-10-2023

Feedback: Salary Negotiations 2023/2024

The PSA, after having met with its members, was mandated to demand a 10% salary increase, remote working, payment of Performance Incentives for 2021/22 and 2022/23 and Friday afternoons off on a rotational basis.

At the meeting held on 16 October 2023, the PSA presented its demands to the employer. The employer then presented its financial statements, and this was deliberated at length. After many deliberations, the employer presented its offer of a 5% salary adjustment backdated to 1 April 2023.

PMDS for 2021/22 and 2022/23

The PMDS policy was previously reviewed and signed off by the Council to be implemented from April 2021. However, this did not materialise due to problems encountered with the implementation.

In view of the non-implementation of the PMDS system timeously, the employer offered 0.5% as payment for PMDS for 2021/22 and 0.5% for 2022/23. The PSA took note of the employer's offer and informed the employer that we need to consult with our members for a new mandate in respect of the COLA and the PMDS.

A meeting will be held with all members and a new mandate will be sourced. **Members are requested to forward their mandates by 20 October 2023. This will then be discussed at the next meeting to be held on 24 October 2023.**

Members will be kept informed accordingly.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER