



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

07-11-2025

Update: SANC salary negotiations

Cost-of-living adjustment and improvement of conditions of service 2025/26

The PSA wishes to update members on progress regarding salary negotiations with the South African Nursing Council (SANC). As previously communicated, the PSA submitted demands for a 10% cost-of-living adjustment and improvements to conditions of service. The employer initially offered 2.8%, which the PSA rejected. During subsequent engagements, the employer revised its offer to 3.5%, whilst the PSA, in good faith and to move negotiations forward, adjusted its demand to 7%.

The employer later made a final offer of 4.2%, with the PSA further reducing the Union's demand to 6.5%. Despite this effort, the employer declined to seek a revised mandate from its Council members. After further persuasion from the PSA, the employer agreed to approach the Council for a new mandate. The Council meeting took place on 27 October 2025, and during the follow-up meeting on 5 November 2025, the employer reported that the Council did not provide a different mandate. The employer indicated that a 0.5% pay progression would be paid in addition to the salary increase, resulting in a total increase of 4.7%, and that employees who performed above the norm would receive performance bonuses.

The PSA strongly opposed the employer's narrative, clarifying that Performance Management and Development System (PMDS) rewards and salary increases are separate matters. The PSA further proposed that the employer must consider a once-off gratuity of 0.8% in addition to the 4.2% salary increase.

The employer declined to seek a new mandate and indicated that it would unilaterally implement the salary increase. The employer advised that implementation of the increases would occur between November and December 2025, with the exact date to be communicated on or before 12 November 2025. Negotiations were therefore adjourned without agreement. The PSA will convene a members' general meeting on 12 November 2025 to determine the way forward. The PSA is committed to protecting and advancing members' interests on both collective and individual matters.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER