



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

10-12-2025

SANC wage negotiations: Request for MANDATE

Salary increments for 2025/26

The PSA would like to obtain a mandate from members on salary negotiations at the South African Nursing Council (SANC). As members are aware, the PSA submitted salary demands and improvements to conditions of service, including a 10% cost-of-living adjustment. The employer presented an opening offer of 2.8%, which the PSA rejected. During continuation of negotiations, the employer offered a revised offer of 3.5%, whilst the PSA revised its demand to 7% in a bid to reach consensus.

The employer provided the final offer of 4.2% and the PSA reduced its demand to 6.5%. The employer refused to get a revised mandate, and the meeting was adjourned without parties reaching consensus.

Members are requested to indicate on the *attached* form whether they accept the offer or not. Members must be aware that should the majority reject the offer, they must be prepared to embark on industrial action.

Members are requested to indicate their position on the employer's offer:

- **Acceptance of the offer** will result in the conclusion of a collective agreement with the employer.
- **Rejection of the offer** will require the PSA to declare a dispute and apply for a certificate to embark on strike action.

Please submit your completed voting form (*attached*) by no later than **15 December 2025** to Velucia.Maluleke@psa.co.za. The PSA is committed to assisting members with 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