



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

15-09-2025

SANC salary negotiations: **Request for mandate**

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

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

The employer then made a final offer of 4.2%, whilst the PSA reduced its demand to 6.5%. Despite this effort, the employer declined to seek a revised mandate from its Council members and maintained that 4.2% is final. Negotiations were therefore adjourned without agreement.

Members are now 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 **19 September 2025** to Velucia.Maluleke@psa.co.za.

The PSA is committed to protecting and advancing members' rights on both collective and individual matters. Employees who wish to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER