



FOR PSA MEMBERS: **SOUTH AFRICAN PHARMACY COUNCIL (SAPC)**

10-12-2025

Update: SAPC conclusion of substantive wage agreement - 2026/27 cycle

Cost-of-living adjustments 2026/27

Members are aware that the PSA had tabled a 10%-salary increase for the 2026/27-financial year and reinstatement of pay progression to deserving employees. In the previous meeting, the employer offered 2% for cost-of-living adjustment (COLA) and 2.67% for pay progression, which were rejected and subsequently revised owing to persuasion by the PSA. The employer then revised the offer to 3% COLA, pay progression remaining at 2.67%, and a once-off payment for those employees who are on the 50th percentile.

The PSA rejected the revised offer and demanded that the employer must go back to its principals for a better offer. The PSA further adjusted the Union's demand from 10% to 7%. The employer indicated that a Council meeting was scheduled to take place on 15 October 2025 and committed to submitting a revised demand to the Council for discussion and feedback would be communicated.

In this meeting, the employer revised the offer to 3.4% COLA and pay progression remained at 2.67%, which equates to 6.07%. The PSA rejected the offer and demanded that the employer must revise its offer. Following persuasion from the PSA, the employer presented the following final offer:

- 3.83% cost-of-living adjustment and 2.67% pay progression, which equates to 6.5%.
- A once-off payment for those employees who are on the 50th percentile with payment in December 2025.

The PSA subsequently issued an *Informus* requesting members to provide mandates on whether they accept or reject this final offer. Members successfully provided mandates and majority of members have accepted the proposed offer as reflected above. The PSA is pleased to confirm that parties concluded a collective agreement as follows:

- The agreed 2026 cost-of-living adjustment will be 3.83% of the total cost to company (CTC) for all employees, plus 2.67%-pay progression to support earning growth for those who performed above the acceptable level.

- It is agreed that the increase in COLA plus pay progression stated above will be aggregated at 6.5% of the total cost to company.
- It is agreed that employees at the 50th percentile of the salary scale and above will receive a once-off pay progression equivalent on 15 December 2025.

The PSA thanks members at the SAPC for their patience, cooperation, and understanding during wage negotiations, which yielded an historic substantive agreement.

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

Reuben Maleka
GENERAL MANAGER