



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

15-10-2025

Feedback: SAPC Special Bargaining Forum - 14 October 2025

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. The employer responded that the demands would be discussed at its budget *Lekgotla* scheduled to take place on 19 September 2025.

In this 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 and pay progression remaining at 2.67% and 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 its demand from a 10%-salary increase to 7%. The employer indicated that a Council meeting is scheduled to take place on 15 October 2025 and committed to submitting a revised demand to the Council for discussion and feedback will be communicated soon.

The PSA will continue to promote the interest of members and members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER