



FOR PSA MEMBERS: **HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (HPSCA)**

10-07-2026

HPSCA wage negotiations

Wage negotiations

Members will recall that the PSA previously tabled the wage demands for the 2026/27 financial-year following consultations with members. The following demands were presented in the previous bargaining forum meeting:

- 8% Salary Increase
- 10 days Encashment Leave
- R1500 Birthday Vouchers

In the previous meeting, the employer reported having a mandate to offer a 4.2% salary increase, while rejecting the PSA's demands for Leave Encashment and Birthday Vouchers, citing financial constraints. The PSA rejected this offer and demanded the employer return to its principals with an improved mandate. Subsequently, the employer tabled a revised mandate, improving the offer from 4.2% to 4.5%. Following extensive engagements, the employer requested a caucus and thereafter returned with a further improved mandate of 4.8%, indicating that this constituted its final offer.

The PSA rejected the employer's final offer and revised its salary demand from 8% to 6%, calling on the employer to return to its principals with an improved mandate. The employer acknowledged the PSA's submission and committed to consulting its principals. A Special Bargaining Forum meeting will be convened for further engagements.

The PSA is committed to ensuring that the interests and welfare of employees are prioritized in every Bargaining Forum engagement. Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices for assistance.

Reuben Maleka
GENERAL MANAGER