



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

14-08-2026

Feedback: SANC Bargaining Forum meeting - 12 August 2026

2026/27 Cost-of-living adjustment

Members will recall that, following consultation with members, the PSA submitted the Union's salary demands for the 2026/27-financial year to the employer on 10 February 2026. Members mandated the PSA to demand a salary increase aligned with the allocation approved by the Finance Committee and Council, which is at 4.5%, failing which the PSA should pursue an across-the-board salary increase of 6% for all employees in bargaining unit Levels 4 to 10. During the meeting, the employer presented minutes of the Council meeting, confirming that a 4.5%-salary increase had been approved. The employer initially indicated that the increase would be implemented at the end of September 2026. The PSA rejected the unnecessary delay and demanded that a special payroll run be activated to ensure earlier implementation. The employer subsequently committed to implementing the 4.5%-salary increase no later than the second week of September 2026, recognising the urgency of the matter. The PSA will closely monitor implementation to ensure that members receive the approved adjustment.

Total Reward Policy (Long-service recognition)

The PSA tabled this matter following complaints from members regarding the inconsistent application of long-service recognition, particularly the exclusion of years served on contract. The employer reported that the cases of two employees who had previously been disadvantaged had since been rectified and that the affected employees received their long-service recognition. The employer further confirmed that, going forward, all eligible employees would be recognised accordingly. The PSA welcomed the corrective action and will continue to monitor implementation to ensure fair and consistent application of the Policy.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every Bargaining Forum engagement. Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER