



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

14-08-2026

Feedback: SAPC Bargaining Council

2026/27-wage negotiations

The PSA has tabled wage demands for 2026/27-financial year as mandated by members. In this meeting, the PSA presented the following demands for the employer's consideration:

- Single-term agreement
- Cost-of-living adjustment of 6% increase.

The employer responded that there a budget review committee was scheduled to take place in September 2026, where labour's demands would be presented and feedback would be provided thereafter.

Review: Medical-aid subsidy

The issue of the medical-aid subsidy review was tabled by the PSA following concerns raised by members regarding the rising cost of medical-aid contributions. Members requested that the employer should increase the medical-aid subsidy in line with annual contribution increases implemented by *Bestmed* and *Bonitas*. This follows the recent substantial increases in medical-aid premiums, which have resulted in employees bearing a greater financial burden. During the meeting, the employer indicated that it was awaiting the finalisation of its budget projections by the Council before it could consider the matter further. The PSA sought clarity on the timeframe for receiving feedback on the request. In response, the employer advised that it was unable to commit to a specific date at this stage but undertook to provide a progress report during the special Bargaining Council meeting scheduled for September 2026. The PSA emphasised the importance of expediting the matter, given the financial impact of escalating medical-aid costs on employees.

Agency-fee agreement

It was previously reported that the PSA has tabled this item for discussion to conclude agency-fee agreement in line with section 25 of the *Labour Relations Act*. In the previous meeting, the employer reported that it had begun with the development of the draft agreement, and such a document was circulated to labour for inputs. In the recent meeting, the employer reported that inputs were received from the PSA. Parties adopted the final draft of the agreement and confirmed its readiness to commence

the process of signing the agency-fee agreement. The necessary steps to finalise and implement the agreement will be taken.

Policies

The employer tabled the below-mentioned policies and indicated that these were due for review. Labour's inputs were requested on each amended policy. The proposed amendments are highlighted for ease of reference in the policies (*attached*).

- **Policy on HIV and Aids Policy** changed to **Health and Wellness Policy**: Members are encouraged to peruse the draft policy and put their attention on Item 7.1 Mental Health (a-c). Mental health comprises emotional, psychological, and social well-being. It shapes how you think, feel, act, and determines your ability to manage stress, relate to others, and make choices.
- **Policy on Acting on Higher Position**: Members are encouraged to peruse the draft policy and pay their attention on Item 4. Laws and non-binding rules and guidelines and Item 8. Roles and Responsibilities.
- **Policy on Poor Work Performance/Incapacity**: Members are urged to peruse the draft policy on specifically Item 4. Laws and Non-Binding Rules and Guidelines. (a) *Labour Relations Act, 66 of 1995*
 - *Basic Conditions of Employment Act*
 - Conditions of Employment of Council
 - Performance Management Policy of Council

Members are invited to read the *attached* policies and send inputs to aubrey.mabotsa@psa.co.za by **20 August 2026**.

Reuben Maleka
GENERAL MANAGER