



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

21-10-2026

Feedback: SAPC Bargaining Council Meeting – 20 October 2026

2026/27-Wage negotiations

Members will recall that the PSA tabled wage demands for the 2026/27-financial year, as mandated by members. The following demands were presented for the employer's consideration:

- Single-term agreement.
- 6% cost-of-living adjustment.

The employer indicated that a Budget Review Committee meeting was scheduled for September 2026, at which labour's demands would be presented. Feedback would be provided thereafter. Parties convened a special Bargaining Council meeting on 23 September 2026, at which the employer presented the following offer:

- 2%-pay progression.
- 1.5% cost-of-living adjustment.

The PSA rejected the offer. Following numerous engagements, the employer presented the following revised offer:

- 2% pay progression.
- A 2.5% cost-of-living adjustment.

The PSA also rejected the revised offer and requested the employer to obtain a fresh mandate. The employer committed to returning to the Council to obtain a fresh mandate. The next Bargaining Council meeting was scheduled for 20 October 2026. At the meeting on 20 October 2026, the employer reported that a Council meeting would be held between 28 and 29 October 2026 to discuss the matter further. The employer also indicated that a special Bargaining Council meeting with organised labour would be convened during the first week of November 2026 to provide feedback.

The PSA demanded that the employer must separate the salary-increase process from pay progression, as pay progression is already regulated by its internal policy. Members will be informed of developments.

Review: Medical-aid subsidy

The PSA tabled the review of the medical-aid subsidy following concerns raised by members about rising medical-aid contributions. Members requested that the employer should increase the subsidy in line with the annual contribution increases implemented by *Bestmed* and *Bonitas*. Recent substantial increases in medical-aid premiums have placed a greater financial burden on employees. At the meeting, the employer undertook to explore alternative medical-aid providers that may offer more affordable options than the current in-house schemes. The employer is further committed to keeping organised labour informed of developments.

Policies

The employer reported that the following Policies remain under discussion in consultative meetings with labour. A progress report will be presented at the next meeting:

- HIV and Aids Policy proposed to be changed to Health and Wellness Policy.
- Policy on Acting in a Higher Position.
- Policy on Poor Work Performance/Incapacity.
- Policy on Grievance Procedure.

The PSA is committed to ensuring that employees' interests and welfare are prioritised in every Bargaining Council engagement.

Employees wishing to join the PSA can visit the PSA website, send an email ask@psa.co.za, or contact the nearest PSA Office for assistance.

Reuben Maleka
GENERAL SECRETARY