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SERVICE EXCELLENCE

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

04-10-2024

What is happening at SANC?

Update: Salary increase 2024/25 (COLA)

Salary negotiations commenced on 27 August 2024 and was finalised on 29 August 2024. The PSA demanded a 9% cost-of-living adjustment (COLA), as mandated by members. At the meeting on 27 August, the employer offered a 5.1% COLA for all employees falling under the Bargaining Unit. It then revised its offer to 5.6%. A meeting was held with members on 28 August 2024, and the PSA received a revised mandate from members to accept a 5.9%-salary increase. At the meeting on 29 August, the PSA requested that the employer revises its offer to 5.9%. The employer then revised its offer to 5.9% and effected the COLA payment of 5.9%, backdated to 1 April 2024, at the end of September 2024.

Pay progression 2024/25

In addition to the COLA, the PSA also demanded that the employer must finalise and pay all qualifying employees the pay progression. The employer indicated that it has received all pay progression reports, and this will be finalised by 31 December 2024 and payment will be made to all qualifying employees.

CCMA update: Payment of PMDS for 2021/22 and 2022/23

At the Bargaining Forum it was agreed that the employer has already budgeted for this. It would then discuss the payment of PMDS at the Board meeting that was held between 1 December 2023 and January 2024. However, the PSA received a letter stating that the Board has not approved the payment of PMDS. The PSA referred a dispute to the CCMA and is pleased to announce that the arbitration will take place on 10 October 2024.

Working from home

This matter was raised at the Bargaining Forum and was deliberated at length. The employer was convinced to commit to this as a matter of urgency. The employer indicated that this was work in progress and is being finalised. The draft will be presented at the next Bargaining Forum meeting.

Members will be kept informed.

Employees who want to join the PSA can contact Perma Thobela on 082 880 8929 / perma.thobela@psa.co.za or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER