

## 2026 Private Healthcare Salary Increase Summary (South Africa)

**Period Covered:** Jan–Dec 2026

**Sector:** Private Healthcare

**Inflation Forecast:** ~3.5–4%

**Goal:** Support retention, protect real wages, remain competitive with public sector and international offers.

Role	Recommended Increase	Rationale
General Practitioners (GPs)	5%	Matches national average increase; protects against inflation (~3.5%) while offering ~1% real growth. Aligns with public sector increases (~4.7%). <a href="#">Axiomatic</a> / <a href="#">DPSA</a>
Specialist Doctors	6% (7–8% for scarce)	Reflects high global demand/emigration risk. Retains scarce skills (e.g. anesthetists). Public sector capped near CPI. <a href="#">MedicalBrief</a> / <a href="#">BusinessTech</a>
Nurses	5–7%	• Enrolled: 5%
		• Registered: 6%
		• Practitioners: 6–7%
		• Managers: 5%
		Addresses national shortage (26,000+ gap), global recruitment, morale. Public sector raised ~5.5% + progression. <a href="#">Netcare</a> / <a href="#">PSCBC</a>
Admin Staff (Junior)	4%	Covers inflation; lower wage pressure. Ensures cost-of-living protection. <a href="#">SARB</a>
Admin Staff (Senior)	5%	Reflects added responsibility and retention value. Competitive with industry average. <a href="#">Axiomatic</a>

### Summary Rationale

- **Inflation Baseline:** ~3.5–4% forecast for 2026 ([SARB](#))
- **Average Market Increase:** ~5% across sectors ([Axiomatic](#))
- **Healthcare Pressures:** Sector shortages, medical inflation (~9.5%), emigration (>23,000 SA professionals abroad)
- **Public Benchmark:** Nurses & doctors saw ~4.7–5.5% in 2025–26 + 1.5% progression ([PSCBC](#))

For more detail or source PDFs, contact: <https://www.medicalbrief.co.za> | <https://businesstech.co.za> | <https://www.dpsa.gov.za>