



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%). Axiomatic / DPSA
Specialist Doctors	6% (7–8% for scarce)	Reflects high global demand/emigration risk. Retains scarce skills (e.g. anesthetists). Public sector capped near CPI. MedicalBrief / BusinessTech
Nurses	5–7%	<ul style="list-style-type: none"> Enrolled: 5% Registered: 6% Practitioners: 6–7% Managers: 5%
		Addresses national shortage (26,000+ gap), global recruitment, morale. Public sector raised ~5.5% + progression. Netcare / PSCBC
Admin Staff (Junior)	4%	Covers inflation; lower wage pressure. Ensures cost-of-living protection. SARB
Admin Staff (Senior)	5%	Reflects added responsibility and retention value. Competitive with industry average. Axiomatic



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>