

FOR PSA MEMBERS: SOUTH AFRICAN PHARMACY COUNCIL (SAPC)

12-09-2019

Feedback: Departmental Bargaining Forum (DBC)

Finalisation: SAPC Collective Agreement

Parties could not engage on the PSA's inputs owing to the non-availability of the Council's advocate. Members' additional inputs can be forwarded to bheki.msiza@psa.co.za or David.nkuna@sapc.org.za by 20 September 2019. The draft agreement is *attached* for ease of reference.

Cost-of-living adjustment: 2020/21-financial year

Labour tabled a demand of 15% and the employer responded with a ridiculous 4% offer. Noting the drastic economic trends and motivation from labour, the employer improved its offer by 1% whilst labour dropped its demand to 13%. The employer will make available the projected income and expenses for deliberation and continuation of negotiations in October 2019.

Recognition of qualifications

The PSA demanded an incentive for employees who improve their qualifications. The employer will report on the feasibility of the request at the next meeting.

Annual leave days

Labour suggested the encashment of leave days for employees who could not take leave owing to operational requirements. The employer could not agree to labour's request and affirmed that it encourages employees to take leave. Labour noted this position as the *Basic Conditions of Employment Act* only allows encashment of leave days at termination of service.

Relocation to Hatfield

Labour recommended the payment of a relocation allowance for six months. The employer could not meet labour's recommendation and implemented the payment accordingly for three months at R500 per month.

Performance evaluation

Labour observed the unilateral changes with the scoring of performance assessments that will prevent employees from attaining performance bonuses. The employer dismissed this on the notion that the system changed but not the policy. Labour was not convinced and the matter was deferred to a task team for further engagements.

Long-service bonus

Labour proposed that the long-service bonus be paid on the month of the employee's appointment. The employer noted and will report the possibility in the next meeting.

Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER