

FOR PSA MEMBERS: OFFICE OF HEALTH STANDARDS COMPLIANCE (OHSC)

20-11-2020

Feedback: Bargaining Forum meeting

Members will recall that PSA submitted demands to OHSC on 9 October 2020 and a follow-up Bargaining Forum meeting sat on 16 November 2020 where the employer gave feedback on PSA's salary demands as follows:

Salary increase of 10% across-the-board

The employer responded to this demand by stating that OHSC is in the third year of the multi-year agreement through the PSCBC and it is therefore not able to negotiate a separate increase as it does not have a separate increase outside of PSCBC. OHSC will await a final decision as per the DPSA guideline.

Performance bonus of 2% for 2020/21

OHSC indicated that the increase or payment of the above is not provided in the current financial year as it is already in a financial distress and will not afford any increases besides what has been budgeted for. The employer indicated that it would consider the budget and decide, subject to the available amount, if it will be able to accommodate payment of a performance bonus. The PSA will consult members on the way forward after the final response from the employer.

Medical-aid subsidy of 60%

OHSC will not be able to accommodate any increase on this area as there is no funding for such a request. The employer proposed that this matter be dealt with along with the process of overhauling the remuneration systems next year.

Housing Allowance

OHSC will not be able to accommodate any increase in this area as there is no funding. The employer proposed that this issue be dealt with along with the overhauling of the remuneration system next year.

Inconvenience Allowance

OHSC stated that the current quantum that is paid to Inspectors is already draining the organisation. As a result, OHSC will not be able to accommodate any increase in the current financial year. The employer proposed that this matter be dealt with along with other financial demands next year along with the overhauling of the remuneration system.

Life cover for all employees

The employer stated that this issue will require a procurement process and proposed that a task team should be established to conduct a feasibility study to clarify aspects that may be covered in the policy. Members must note that both the employer and employees will be contributing towards the life cover insurance.

Proposed way forward

That the PSA must convene a meeting with its members to report back and obtain a mandate based on the response from the employer. The Bargaining Forum Chairperson proposed that all demands that the employer did not agree on should be tabulated and form part of salary negotiations for next year. The Chairperson further proposed that negotiations for next year should commence earlier before the implementation date which is normally 1 April. Members will be informed of the date of the members meeting.

GENERAL MANAGER