

FOR PSA MEMBERS: **SOUTH AFRICAN HEALTH PRODUCTS REGULATORY AUTHORITY (SAHPRA)**

10-10-2022

Feedback: Labour Forum meeting - 5 October 2022

Salary negotiations: 2022/23-financial year

Labour committed to submit their demands on or before 7 October 2022 as a consultative meeting with members was scheduled for 6 October 2022. Subsequently, a date of 10 October 2022 was agreed upon for labour to officially table the salary demands and motivate their demands to enable the employer to ask clarity-seeking questions. Parties further agreed that the negotiation period will be from 17 to 21 October 2022, with a possibility to implement the agreements by the end of October 2022. Parties agreed to have their mandate givers on stand-by to enable speedy conclusion of the negotiation process.

Tax penalties

Members are aware that employer's inaccurate recording on IRP5 certificates caused employees to owe SARS, which led to the meeting with labour to find an amicable solution as employees cannot be punished for the employer's error. A decision was taken to appoint a tax expert to ensure accuracy of the IRP5 for employees with the hope that employees will be relieved from the employer's created debt. It was resolved that the employer would finalise this process by 30 September 2022, which will allow employees to resubmit their tax returns. However, the employer failed to meet the agreed timeline and the close-up report to explain the cause of the error is still awaited. Labour was shocked by the employer's report that the tax expert has been meeting with affected employees as it was contrary to the Forum decision. Labour directed the employer to stop engagement with employees to avoid confusion as the matter is still under discussion at the Labour Forum. Instead, the employer must focus on its unfulfilled commitment. The employer undertook to provide labour with a close-up report.

GEPF contribution post migration from Persal to Sage system

The matter was tabled by labour after members raised concerns regarding their GEPF contributions after they contacted the GEPF and were informed that the last contributions were received when still using the Persal system. The employer assured labour that contributions are up to date and committed to invite a GPAA representative. However, the employer reported that it received a letter from the GPAA, stating that it is not necessary to make any presentation as it has confirmed that contributions are up to date and are being captured manually. Labour rejected the oral report and the employer committed to provide labour with the GPAA letter. Labour is free to look at options to deal with the matter, including filing a complaint with the Pension Fund Adjudicators.

Government Employees Housing Scheme (GEHS)

It was reported that some employees were not able to withdraw their savings whilst others were successful, hence the employer assisted by sourcing legal opinion. The employer confirmed that a legal opinion was received, and a copy will be shared with labour to enable feedback and engagement with their members. Labour will consider the legal opinion and act accordingly.

Hybrid remote working policy

Labour rejected the tabled draft policy owing to a high number of errors and contradictions. The employer is to consider the inputs for further discussion in the next meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za or contact PSA Provincial Offices.

GENERAL MANAGER