



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

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

10-10-2022

Feedback: Meeting with CEO - 6 October 2022

Labour requested a meeting with the CEO after it became clear that the engagement with employer representatives at the Labour Forum did not yield expected results on the following matters:

Benchmarking report

Members are aware that labour registered dissatisfaction with the benchmarking report where the employer committed to invite the service provider who conducted the benchmarking exercise. Owing to a lack of progress with this matter, labour requested a meeting with the CEO to resolve the impasse between parties. The bone of contention is the methodology used by the service provider. The service provider indicated that he conducted the benchmarking himself without utilisation of salary benchmarking warehouses. He further indicated that no actual figures of entities were used but only approximate figures, which caused discomfort on the side of labour. The CEO noted the challenges with the report and undertook to avail herself. A follow-up meeting will be convened with the CEO for further engagement. The CEO will communicate suitable dates for the meeting.

Salary disparity

The matter of salary disparity between 'Section 197' employees and those employed directly by SAHPRA was previously raised by labour, but the employer did not show any appetite to address this. During the meeting, the CEO promised to convene a meeting with labour in an endeavour to resolve the salary disparity problem. She requested time to consider this matter although indicating that the draft Remuneration Policy remains the vehicle to address the problem. The policy is still under discussion at the Labour Forum. The same draft policy was tabled at the Labour Forum meeting on 3 October 2022, which according to labour, did not provide clarity on how it will address the salary disparity and outcome of the benchmarking report. After lengthy discussions, parties agreed to establish a task team to conduct a comparative analysis with similar entities of which the CEO raised her displeasure as the approach will cause further delay. However, she directed the employer representatives to include additional information as per labour's concerns and distribute the amended draft policy for discussion in the follow-up meeting. A suitable date is to be determined by parties.

GENERAL MANAGER