

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

13-10-2022

Feedback: Labour Forum Meeting – 10 October 2022

Wage Negotiations 2022/2023 Financial Year

Members are aware that the entity has been granting employees salary increases based on PSCBC wage agreements, although the salaries and benefits are not entirely the same which created a bit of anomaly on the side of SAHPRA. It is against this background that the parties agreed to commence with salary negotiations outside the PSCBC arrangements as they are an independent entity and not bound by the PSCBC agreements.

Labour tabled the opening salary demands of a 15% percent salary increase across the board in an endeavor to address the failure to give proper salary increases for the past few years. Further, noting the constant increase of medical aid beyond the employer contribution resulting in non-affordability of medical aid, labour demanded 50% employer subsidy on medical aid contributions (rand for rand). Lastly, an increase of R1000 for long service recognition across different categories.

Upon tabling and motivation of the demands, the employer asked clarity questions and committed to respond to labours demands by Friday, 14 October 2022. The employer would thus provide motivation for the offer and provide clarity, where necessary during a meeting on 17 October 2022. Parties agreed on the importance of the wage negotiations and set aside a period of 17 – 21 October 2022 to commence with salary negotiations with a view of concluding the negotiations within the set period. Parties committed to have their mandate givers on standby for next week to avoid unnecessary delays in finalising the negotiations. The employer also committed to allow labour to convene an urgent members meeting as and when there is a need to report and get further mandates without necessarily following the normal rigid rules of requesting for a members meeting.

There is hope that parties will negotiate in good faith and avoid wasting time hence the endeavor to conclude the negotiations within a week and for the implementation of the collective agreement by the end of October 2022.

Members will be informed of further 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