

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

18-02-2022

## Feedback: Labour Forum meeting – 15 February 2022

### Introduction: Single pay day

Members are aware that SAHPRA is currently paying employees on different dates as some employees are paid on the 15<sup>th</sup> whilst another group is paid on the 25<sup>th</sup> of every month. Members will also recall that the employer tabled the proposal around October 2021 to introduce single pay date wherein employees will all be paid on the 25<sup>th</sup> of the month. The proposal was consulted with members who rejected this. Labour was shocked when the employer reported that parallel to the union engagement with members, the employer embarked on a survey wherein 229 employees participated. According to the employer's survey, only 26 employees were in favour of the single pay day proposal and the proposal was rejected and the *status quo* will remain. Labour did not take kind of the fact that the employer engaged on the parallel process, which has the potential to undermine labour and the spirit of collective bargaining. The employer representatives noted the concern and will report back to their principals.

### GEPF contributions

Members raised concern that since they migrated from Persal to Sage payroll system, their GEPF contributions were not reflecting on their salary slips. The employer confirmed that payments will not reflect as these are manually processed but assured labour that the employer is still contributing to the GEPF. The employer further committed to send a communique to all employees to clarify the situation and will also to request employees' statements from the GEPF to demonstrate continued contribution. The employer has no intention to deviate from the Transfer Agreement between SAHPRA and the National Department of Health.

### Long-service bonuses payment

Labour tabled a matter pertaining to non-payment of long-service bonus for employees who transferred from the NDoH to SAHPRA since 2018. The employer attributed the non-payments to a manual capturing process into the Sage payroll system and confirmed that payments will be received on 14 February 2022 for all qualifying employees.

### Correct grading and pay progression

Labour tabled the matter regarding the employer's failure to correctly grade employees and implement the pay progression for employees who qualified since 2018. The employer acknowledged the failure, although it confirmed that the process of verifying and determining employees who are due for

progression and calculations is underway wherein employees will be backdated from 2018. The employer undertook to complete the process within the next two weeks and to report back at the next Forum meeting once the figures are approved by the EXCO.

### **Labour Forum Indaba**

Parties agreed to convene a Labour Forum Indaba with the aim to better work relations between the employer and labour. It was agreed that the event must be convened on 8 and 9 March 2022 away from the employer's premises.

### **Salary scales benchmarking report**

Members will recall that employer conducted a benchmarking exercise in 2021 to determine the correctness of salary scales paid by the organisation. Labour requested the employer to provide the outcome of the benchmarking exercise, however, the employer indicated that the process is yet to be completed. The employer also reported that the remuneration policy is being developed and will be consulted with labour. Importantly, the employer hinted that the process of compiling salary scales outside the DPSA has commenced and once costed and approved by the EXCO, these will be shared with labour prior to implementation.

Members will be informed of developments.

GENERAL MANAGER