

Update: OHSC-salary negotiations - 2023/24-financial year

A special meeting was held owing to the suspension of Bargaining Forum meetings caused by disagreements between the PSA and employer representatives. The meeting was convened after the PSA sought the audience of the OHSC Board to resolve the deadlock. The PSA expressed frustration after the employer representatives failed to obtain a mandate from the Board to negotiate outside Public Service processes. The PSA was ready to submit its salary demands.

The Chief Executive Officer (CEO) was mandated by the OHSC Board to address the impasse. The CEO indicated that the OHSC was not ready to negotiate a salary increase and other conditions of service. The CEO elaborated that the OHSC is not able to generate income, as it still receives funding from Treasury through the National Department of Health. The PSA emphasized the normal functioning of the Bargaining Forum and urged the CEO to reprimand the employer representatives for failing to prioritise issues of mutual interest. Decisions of the Forum are delayed and not implemented timeously.

Salary increment: 2023/24-financial year

The employer reported that the OHSC implemented the 7.5% increase with the June 2023 pay run. Employees received a backdated increase effective from 1 April 2023.

Notch Increment: 2021/22

The employer reported that the notch increase payment will be made in July 2023. Payment will not be included in the normal salary but will be processed separately. The Human Resource unit will issue communication to all staff about the exact payment date. A special HR Committee meeting will be convened to fast-track payment before the end of July 2023.

Bargaining Forum matters

The CEO mandated the Chief Operations Officer (COO) to facilitate a task-team meeting to resuscitate the Bargaining Forum. Parties agreed to finalise all outstanding agenda items. The CEO further committed to changing the composition of the employer team and including the COO. The OHSC is expected to play a key role in the implementation of the National Health Insurance (NHI) and fulfill its mandate. Parties further resolved to appoint a service provider to facilitate a team-building exercise to strengthen the working relationship and maintain labour peace in the organisation.

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