

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

08-11-2023

Update: SAHPRA's most recent salary-increase proposal

Members may recall that the facilitation meeting was held on 19 October 2023. The meeting was chaired by Advocate Dekeda, where the PSA rejected the initial offer and insisted on an 8%- and 9%-salary increase, respectively. The employer expressed the need to further consult with its principals.

On 1 November 2023, the employer presented a revised offer as follows:

- 6% for salary level 5 - 8 plus R10 000 once-off bonus (*ex gratia*)
- 5.5% for salary level 9 - 12 plus R10 000 once-off bonus (*ex gratia*)
- The salary increase will be backdated to 1 April 2023

A conciliation meeting was scheduled at the CCMA on 2 November 2023. The PSA, however, requested an extension of the conciliation meeting to allow members to provide a clear mandate regarding the latest revised offer. Parties reached an agreement to reconvene the conciliation meeting on 13 November 2023, depending on the outcome of the mandating process.

Members are requested to indicate to the PSA their **acceptance** or **rejection** of the *attached* revised offer presented by the employer. Additionally, members are urged to complete the *attached* mandating form and forward it to the PSA Chief Negotiator, Gracia Rikhotso, at Gracia.rikhotso@psa.co.za and Velucia Maluleka at Velucia.maluleka@psa.co.za before end of business on **8 November 2023**.

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.

Reuben Maleka
GENERAL MANAGER