

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

16-08-2023

Update: Bi-lateral meeting with management - 15 August 2023

Salary disparities

It was previously reported that the matter of salary disparities was escalated to the Chief Executive Officer (CEO) and the Board of Directors (BOD). A report, which included an analysis of salary disparities as per the current payroll information, was shared with labour. The report confirmed that salary discrepancies existed in other salary levels. The PSA noted the analysis report and indicated that other salary discrepancies were identified for support-service employees. It was indicated that SAHPRA advertised posts where there were already existing incumbents. The incumbents are paid lower salaries compared to those on the advertised posts. Parties agreed that labour must compile a list of specific queries related to salary disparities and submit this to the employer. The CEO will engage with the BOD to correct those salary discrepancies.

Analysis of contracts of employment: Section 197 transferred employees

Management intends to standardise the contract of employment for employees transferred in terms of section 197 and existing employees. Current contracts showed a difference in three aspects of conditions of service. Parties agreed to defer the matter to the Labour Forum for further engagement. The employer will submit a draft standardised contract of employment before the scheduled meeting on 18 September 2023.

Feedback from employer: Government Employees Pension Fund (GEPF) and Government Employees Housing Scheme (GEHS) issues

The employer indicated that there are developments around GEPF and GEHS issues. It was unable to submit a progress report before the meeting. The report will be shared with labour in due course. The employer reported that two statements were issued by the GEPF to members to outline the accrued balance before the transfer and after the transfer to SAHPRA. Affected employees already existed from the Persal system. Labour requested that the GEPF merges the two statements into one statement. The identity number must be used to correct information on the statements.

Secondly, Treasury submitted a list of 23 employees who requested to access their savings from the GEHS. The employees were consulted accordingly. Affected employees wanted to be removed from the housing scheme as soon as they received their savings monies. The employees were informed about the

terms and conditions of the housing scheme applicable to the withdrawal process. They were advised to follow appropriate channels to apply for the withdrawal of their monies. The matter was deferred to the next Labour Forum meeting for further engagements.

Job evaluation

The employer failed to submit a progress report before the meeting. The PSA was unhappy with the conduct of the employer. The report is crucial to the envisaged job evaluation and benchmarking process to correct salary disparities. The employer apologised and committed to submitting the progress report to labour in due course. The matter was deferred to the next Labour Forum meeting.

Tax matter

The matter was previously referred to the BOD for guidance and solutions. The process is underway at the BOD and feedback will be provided to labour on 18 August 2023.

Members will be informed of 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