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

19-09-2023

## Feedback: Special Labour Forum meeting - 18 September 2023

### Job evaluation process

Members will recall that the PSA raised concerns about salary disparities. The employer procured the services of an external service provider to conduct the job evaluation process. A special Labour Forum meeting was convened, and the employer presented an incorrect progress report. The PSA raised discomfort about how the employer prepared for the meeting. Parties resolved that the employer would prepare a detailed report for the job evaluation for salary level 5 to 12. The report would be shared with labour by 26 September 2023.

### SAHPRA Contract of Employment

Members will recall that employees have not signed a new contract of employment since the section-197 transfer process was implemented. The employer attempted to present a progress report, which was objected to by the PSA. The PSA indicated that certain aspects of the progress report would hurt the transfer agreement that was signed between the SAHPRA and NDoH. The transfer agreement maintained that employees would not be adversely affected by the transfer process. Parties agreed that the employer would refine the report and align the contract of employment of employees with the conditions outlined in the transfer agreement. Parties agreed to reconvene the Labour Forum meeting on 3 October 2023.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

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