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

27-03-2024

Feedback: South African Health Products Regulatory Authority (SAHPRA) Labour Forum – 20 March 2024

2024/2025 Salary demands

The PSA following inputs received from its members tabled a 12% salary increment demand motivated by the financial difficulties faced by employees. The employer acknowledged the submission and indicated that they will communicate the position of the employer by 27 March 2024, including the timelines to commence and wrap negotiations.

SAHPRA Appeals Authority

The SAHPRA Appeals Authority Committee, tasked with addressing appeals stemming from disciplinary hearings' sanctions, has been officially established, as reported by the employer. However, organised labour has contested this development, asserting that SAHPRA lacks a disciplinary policy outlining the framework for establishing such an authority. Despite this, the employer has affirmed the existence of a policy, duly signed in 2021.

Organised labour raised concerns regarding their lack of involvement in the formulation of the existing policy and have requested access to the terms of reference for the Appeals Authority. Additionally, they have called for the disciplinary policy to be presented for review in the upcoming Bargaining Forum session. In response, the employer has pledged to share the terms of reference for the Appeals Authority and to present the disciplinary policy for collective review in the forthcoming forum.

SAHPRA Organisational Rights Agreement (ORA)

The employer has informed labour that the ORA was shared with them previously. Labour has expressed a desire to know when the document will be officially signed, highlighting the importance of adhering to Section 21 of the *Labour Relations Act (LRA)*. Both parties have agreed that the next meeting will take place on April 9, 2024, to consolidate input from organised labour and subsequently adopt the ORA. This step demonstrates a commitment to ensuring that the rights and interests of all parties involved are duly recognised and addressed within the framework of the agreement.

SAHPRA Bargaining Forum Constitution

The employer reported that the Constitution was developed as a tool to ensure that the forum has regulations and guidelines on how the forum should handle itself. Labour concurred that the document

was shared with parties and requested the employer to make a presentation. Organised labour noted and welcomed the presentation as regulated by Chapter V of the *LRA* that deals with the Workplace Forums and indicated that the document will be shared with its constituencies to solicit comments and inputs which will be shared with the employer on 30 April 2024.

Members must take note that the copies of the Draft Organisational Rights Agreement (ORA) and the Draft Bargaining Forum Constitution are *attached* for comments and inputs to be sent to the Chief Negotiator Mr. Zamani Dladla by email on Zamani.Dladla@psa.co.za on or **before 31 March 2024**.

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.

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GENERAL MANAGER