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FOR PSA MEMBERS: **SOUTH AFRICAN PHARMACY COUNCIL (SAPC)**

22-07-2024

Update: SAPC medical-aid implementation

The employer conducted a survey amongst all employees regarding medical-aid coverage. The results revealed that most employees do not have medical-aid coverage. Consequently, the employer brought this matter to the Bargaining Forum, where it agreed to subsidise each employee with R2 600 per month for medical-aid coverage.

The draft policy was then forwarded to the PSA for input. After consulting with all members, the PSA submitted these proposals to the employer for incorporation in the policy. It was agreed that the employer would consult with all employees and provide them with a “dummy” pay slip. This “dummy” pay slip would show employees how the introduction of the medical-aid subsidy would affect their take-home pay, whether positively or negatively.

The meeting resumed on 17 July 2024. Upon reviewing the draft medical-aid subsidy agreement, the PSA noticed that the employer had made amendments to the document without consultation. The PSA requested that, in addition to the medical aid policy, a collective agreement be signed. The employer agreed to this request.

It was resolved that both parties would meet to review and finalise the draft policy and the collective agreement. Once finalised, the medical aid policy and collective agreement will be presented at a special meeting scheduled for 31 July 2024. Members will be informed of progress in this regard.

Employees who want to join the PSA can contact Perma Thobela on 082 880 8929 / perma.thobela@psa.co.za or contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER