



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

12-12-2025

Feedback: SAHPRA Bargaining Forum - 11 December 2025

A Bargaining Forum convened on 11 December 2025 and deliberated on the following matters:

Levy agreement

The employer indicated that EXCO approved the business case submitted and approval was granted. Parties agreed that the draft agreement will be tabled by the employer in the next Bargaining Forum for possible signing. The PSA proposed that the agreement be signed early next year and that deduction commences in the next financial year. This was agreed.

Local travel working conditions

As previously requested, the employer shared the S&T policy that provides flexibility and covers the conditions of travel for Inspectors. The PSA requested indulgence to peruse the policy and revert in the next Forum meeting, which was agreed to.

Additional evaluation tasks

The employer reported that six additional evaluators on a *locum* basis have now been brought on board to alleviate additional tasks. The PSA noted the report and enquired if these functions have been permanently removed from Inspectors and cautioned the employer that if these employees are on a *locum* basis, it may not serve the intended purposes. The employer requested indulgence to report back after consulting with principals. It was agreed to.

Inspectors' remuneration

Previously, the PSA had complained that Inspectors' remuneration at SAHPRA was not in line with industry rates and proposed that such disparity be addressed to ensure that skills are retained. Parties agreed that this matter will be addressed by the job evaluation process as was agreed in the previous engagements, as it was at an advanced stage of approval.

Pension funds

The employer reported that the task team listened to three presentations from pension-fund providers in November 2025 and is awaiting a session with the GEPF, which will be communicated in due course. The employer also advised parties that a bid specification is underway to get on board a preferred service provider specifically for employees not contributing to any pension fund, excluding the section-197 employees who may prefer to remain with the GEPF.

Human resources policies

The employer reported that the policy task team has consulted on about 30 policies since its inception this year, and most are at an advanced stage to be tabled and/or approved by applicable forums. The PSA noted the report. Parties agreed that the employer will share the progress dashboard on/or before 12 December 2025.

Agency fee draft

The employer reported that EXCO requested the PSA to convene a staff meeting to solicit consent from employees who are not unionised in respect of agency fee implementation and such deductions. The PSA requested indulgence to convene on this with all employees, although non-union employees cannot be forced to attend. The employer was reminded that all collective agreements are concluded by recognised unions and are extended to all, including non-union employees. The same should apply in the levy agreement.

Head Office health and safety updates: Employees working remotely

The employer indicated that the report was shared by the employer and employees were also engaged. The PSA confirmed receiving the response but emphasised that the Department of Employment and Labour must be brought on board to conduct a comprehensive occupational health and safety inspection of the premises.

Delay in processing PMDS and payment of incentives

The employer reported that the PMDS incentives have been processed and paid to all qualifying employees. Parties agreed that any individual disputes will be dealt with through the applicable resolution mechanisms.

Restructuring workplace including introduction of new technology and new methods

The PSA previously requested to be consulted if the employer was intending to introduce new technology in the workplace. The employer reported that this will be presented to the principals and will be discussed in the next Bargaining Forum. The PSA further requested that the employer must share the new organogram if it has been populated to ensure transparency. The employer committed that any latest organogram will be shared after consulting the principals.

Job evaluation and grading

The employer reported that job evaluation and grading progressed and will be tabled to the Board for approval before being presented to the Forum and employees. This is to ensure that when employees are informed, the employer must be able to indicate when this will be implemented. The PSA indicated that the report has not been tabled in the Job Evaluation Committee and suggested that this should serve there first before other structures. The employer responded that the Job Evaluation Committee would be appraised once approval has been received from the Board since the members of the JE Committee

have snubbed meetings to provide final inputs and further assured parties that the outcomes are more favourable to employees and SAHPRA in general.

Remuneration policy

The employer attempted to introduce proposed amendments into the Remuneration Policy with an intention to coerce the PSA to discuss migrating all employees at SAHPRA to the cost-to-company package. The PSA objected to the employer presenting the Policy at the Forum outside the Policy Task Team. Parties agreed that the Policy Task Team will be convened at earliest convenience to dispense with this matter.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER