15-05-2025

Feedback: SAHPRA Special Bargaining Forum - 13 May 2025

A Special Bargaining Forum meeting was held on 13 May 2025 to discuss the following issues:

2025/26-Wage negotiations

Members are aware that the PSA communicated their 10% salary demand mandate to SAHPRA on 7 April 2025, which was acknowledged without any response. On 13 May 2025, the PSA formally introduced the same to parties, and the employer indicate that it was not ready to engage as it had no mandate from its principals on the matter. It was then resolved that the employer will communicate its availability during the week as the PSA's proposal to resume on 20, 21 and 22 May 2025 was not agreed to. The PSA has since written to the employer to demand an urgent response of commitment to convene and conclude salary negotiations.

Policies

The employer tabled the following policies, which were noted and agreed to be discussed at the recently formed Policy Task Team: Revised Draft Job Evaluation; Draft Special Leave Policy; Draft Training and Development Policy; Draft Leave Management Policy; Revised Draft PMDS Policy; Draft SAHPRA Remuneration Policy; Draft Code of Conduct for SAHPRA employees; SAHPRA Grievance Procedure; Draft Employee Wellness Policy; and Draft Disciplinary Code and Procedures, which are *attached* for members to provide inputs to the SAHPRA PSA Chairperson at *Percival.Motsoaledi@sahpra.org.za* on or before **15 June 2025**.

Agency Fee Agreement

The PSA proposed that parties must, in compliance with section 25 of the *LRA*, conclude an Agency Fee Agreement to ensure that all employees who are benefiting from the fruits of Bargaining Forum engagements are also contributing financially, irrespective of the membership affiliation. It was agreed that PSA will share the draft agreement on or before Friday, 16 May 2025.

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

Reuben Maleka
<u>GENERAL MANAGER</u>