



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

27-06-2025

Feedback: SAHPRA Bargaining Forum - 26 June 2025

A Bargaining Forum meeting was held on 26 June 2025 to deal with the following agenda items:

2025/26-salary demands

The employer indicated that its offer remains at 5% for salaries on level 5 to 12 as no fresh mandate has been received from the principals. The PSA indicated that since there was a deadlock in the last special Bargaining Forum, the Union has undertaken a consultative process with members and the position will be announced once the process has been concluded. Parties agreed that at any given time either party is free to engage each other in respect of wage demands and offer, irrespective of the deadlock.

Levy draft agreement

The employer requested deferment of the item as it is in consultation with the principals on the amount that the employer is supposed to contribute. The PSA insisted that the conclusion of the levy agreement is a legislated event and should be finalised as urgently as possible since all funds that will be derived from such will be used for the operation of the Bargaining Forum. It was agreed that the employer will benchmark with other entities and present the same to its principals.

Inspectors traveling and benefits

Members are aware that local traveling for Inspectors was previously discussed after the PSA raised numerous concerns. The PSA requested the opportunity to finalise engagements with Inspectors as part of preparation for proper engagement. The possibility and conditions to extend return flights during international travel will form part of engagements. The PSA committed to engage Inspectors regarding possible solutions to the challenges faced by pool-cars usage. The PSA raised concerns about the salaries of Inspectors that are not competitive. The employer reported that job evaluation process is underway. The top of the cellphone allowance or provision of roaming sim cards for Inspectors, especially when travelling abroad, was also discussed. The employer advised that employees could use *MS Teams*, which is the cheaper option. Regarding additional evaluation tasks performed by Inspectors, the employer reported that six positions of Evaluators have been advertised with a closing date of 30 June 2025.

Employment contract and conditions of service

The employer previously shared a draft contract of employment to be completed by all employees as it was claimed that none of them had this in their personal files. The PSA indicated that once consultation

has been concluded, it will provide feedback to the employer before the end of July 2025 after factoring inputs.

Pension fund

The employer reported that it has conducted research on various pension-fund schemes. The GEPPF seems to be providing less benefits than other private pension funds. More exploration will be conducted by the employer. The PSA noted the report and indicated that it will only entertain the matter if it will benefit employees and if they will be allowed to make their own choice and it was agreed.

Draft agency fee agreement

The PSA previously tabled the draft agency fee agreement in compliance with section 25 of the *Labour Relations Act*, to ensure that all employees contribute financially for the fruits born out of the collective bargaining process, irrespective of union affiliation. It was agreed that the employer would factor in some of the input, share with organised labour, and a meeting will be convened in due course to finalise and conclude the agreement.

Bereavement and request for contributions

The employer reported there was a death of an employee and in the absence of the policy, the employer proposed that employees agree on a standardised deduction of at least R10 to R20 from the payroll, which will be paid directly to the family beneficiary. Organised labour proposed that the employer must also consider contributing the same amount to subsidising the bereaved family, however, it was agreed that employees would be consulted by the employer to indicate if they are willing to have deductions made from their payroll or contributing in their personal capacity. When employees were approached, they turned down the employer's proposal in exercising their freedom of choice, which then closed the matter.

Salary disparity

The employer reported that the job evaluation process is still underway as 127 jobs are being evaluated. Profiling has been completed, and 97 jobs have been graded by the appointed services provider. Consultation will be conducted with employees in due course.

SAHPRA organogram

The employer reported that it has already populated the organogram, using recently procured software. The organogram will be shared with the PSA on or before 11 July 2025.

Policies

Members are aware that the employer had previously tabled ten policies for consultation, which were subsequently shared with members for inputs. The matter was deferred to the Task Team convened between 7 to 11 July 2025. Further, the employer tabled the following policies for consultation:

- Bereavement
- Relocation and Resettlement
- Incapacity Leave and Ill-Health
- Talent Management
- Acting Allowance
- Prevention and Elimination of Harassment

- Protection and Prevention of Personal Information

The PSA noted the tabling and undertook to consult with members for inputs. The policies are *attached* for members to provide inputs to the Branch Chairperson at Percival.Legoale@sahpra.org.za and copy Zamani.Dladla@psa.co.za on or **before 15 July 2025**.

Reports were noted and the members will be updated on developments.

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

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GENERAL MANAGER