



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

19-08-2025

Feedback: SAPC Bargaining Forum

Negotiations for 2026/27-salary increase

It was previously reported that the PSA tabled a 10%-salary increase for the 2026/27-financial year, as mandated by members. At the recent meeting, the employer acknowledged receipt of the PSA's submission and indicated that the demand would be discussed at its budget *Lekgotla*, scheduled for 19 September 2025. The employer further reported that feedback will be communicated to labour in the next engagement. The next meeting has been scheduled for 28 October 2025, where the employer is expected to provide its formal response. Members will be informed of developments.

Pay progression

Members will recall that during the previous meeting, the Bargaining Forum resolved to place the implementation of pay progression in abeyance for 2025. This decision was taken to prioritise the implementation of medical aid, with the understanding that pay progression would be resuscitated in the 2026-fiscal year. In the recent meeting, the PSA reminded the Forum of this resolution and demanded that pay progression be implemented in line with the agreement in the 2026-fiscal year. The employer noted the demand and indicated that feedback will be provided at the next meeting.

Performance reviews/evaluations

The employer reported that it intends to amend the organisation's performance review process. Under the proposed amendment, employee assessments would be conducted every six months instead of quarterly, as provided for in the current performance review guideline. According to the employer, the aim of this change is to reduce the workload and pressure on employees and managers. It was further clarified that the quarterly performance review process will remain in place, however, employees will only be formally scored twice during the performance cycle. The PSA raised concern that the reasoning provided by the employer was not sufficiently convincing and proposed that a bilateral meeting be convened to deliberate further on the matter. Parties subsequently resolved to hold a bilateral meeting on 19 August 2025, with feedback to be provided at the next meeting.

Amendments: SAPC policies

The PSA has tabled the matter following reports that the employer has since circulated the organisational policies (Performance Management Policy, Remuneration Policy, and Personnel Procurement Policy) to

employees to familiarise themselves with changes without consultation with labour. At the recent meeting, the employer responded that the changes made to the policies were made because of audit queries, which required that these policies be aligned with the relevant prescripts. The employer further acknowledged that it was an oversight by failing to consult labour. Parties resolved that the policies in question would be referred to the task team for further engagements.

Organogram

The PSA tabled the matter following complaints from members that the employer is currently reviewing the organisational structure without consultation with labour. The employer responded that it would provide a comprehensive report on the matter in the next meeting.

Occupational health and safety (OHS)

The PSA tabled this matter for discussion following complaints from members that the employer is exposing employees to occupational health risks. It was indicated that the building was renovated and painted whilst employees are working, which contravenes the *Occupational Health and Safety Act*. The employer acknowledged the concern raised by the PSA and responded that following the incident that led to employees being subjected to an uncondusive working environment, the organisation took some Senior Managers to OHS training as a future preventative measure. Members are urged to report any OHS issues to the PSA through their shops stewards in the respective workplaces.

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

Reuben Maleka
GENERAL MANAGER