



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

29-10-2025

Feedback: SAPC Bargaining Forum – 28 October 2025

Performance reviews/evaluations

It was previously reported that the employer 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. However, the employer decided to continue with the quarterly assessment until the new system is implemented. The PSA noted the report and raised a concern that the explanation provided by the employer regarding the introduction of the performance review was confusing and not sufficient. The PSA demanded that a bilateral meeting be held for proper consultation on the matter. Members will be informed of developments.

Amendments of SAPC policies

It was reported that the employer circulated the following draft policies to employees to make inputs and familiarise themselves with the content thereof. Labour was never consulted and subsequently the PSA tabled the matter for discussion. During the recent meeting, the employer indicated that the changes to the policies were made because of audit queries, which required these to be aligned with relevant prescripts. It further acknowledged that it was an oversight by failing to consult labour. Parties resolved that the policies in question would be deferred to the task team for further engagements.

Occupational health and safety

The employer reported that Council has established a structured occupational health and safety framework that is integrated into its facilities management and operational systems, which included:

- The appointment of qualified Section 16(2) managers and OHS representatives for each floor, in accordance with the *OHS Act*.
- Formation of a Safety, Health and Environmental (SHE) Committee chaired by the facilities Manager, which meets quarterly to monitor health and safety standards.
- Development of a comprehensive OHS Policy, Risk Register and Emergency Preparedness Procedure aligned with legislative requirements
- Regular OHS audits and inspections to ensure ongoing compliance and continuous improvement.
- Delivered *OHS Act* and legal liability training to all management and staff, ensuring each employee clearly understands their roles and responsibilities.

- Conducted fire safety, evacuation, and first-aid training session, assigning trained first aiders, fire fighters and evacuation marshals on each floor.
- Issued safety awareness notices monthly to remind employees of safety protocols, hazard reporting, and emergency contact protocols.

The PSA noted the report and raised a concern relating to employer's establishment of the Occupational Health and Safety Committee, which excluded organised labour. The employer acknowledged the PSA's concern and indicated that it was an oversight. The employer committed that going forward the invitation will be extended to labour. The PSA welcomed the report will continue to monitor developments.

Agency fee agreement

The PSA tabled the matter for discussion to conclude an agency fee agreement in terms of section 25 of the *Labour Relations Act*. The agreement will require the employer to deduct an agreed agency fee from the wages of employees who do not belong to the recognised trade union but are eligible for membership. The employer noted the submission by the PSA and indicated that it would take the matter to its principals for a mandate and provide feedback in the next meeting.

Review of medical-aid subsidy

The PSA tabled the matter following complaints from members that there is a need to review medical-aid subsidies in line with the Medical Aid Policy provisions. The employer responded that the Policy will be reviewed in 2027 and requested labour to start submitting inputs on proposed amendments to the secretariat. The PSA noted the report and committed to submitting inputs in due course.

Cost-of-living adjustments 2026/27

Members are aware that the PSA had tabled a 10%-salary increase for the 2026/27-financial year and reinstatement of pay progression to deserving employees. In the previous meeting, the employer offered 2% for cost-of-living adjustment (COLA) and 2.67% for pay progression, which were rejected and subsequently revised owing to persuasion by the PSA. The employer then revised the offer to 3% COLA and pay progression remaining at 2.67% and a once-off payment for those employees who are on the 50th percentile. The PSA rejected the revised offer and demanded that the employer must go back to its principals for a better offer. The PSA further adjusted its demand from 10% to 7%. The employer indicated that a Council meeting was scheduled to take place on 15 October 2025 and committed to submitting a revised demand to the Council for discussion and feedback will be communicated soon.

In this meeting, the employer revised the offer to 3.4% COLA and pay progression remained at 2.67%, which equates to 6.07%. The PSA rejected the offer and demanded the employer must revise its offer. Following persuasion from the PSA, the employer presented the following final offer:

- 3.83% cost-of-living adjustment and 2.67% pay progression, which equates to 6.5%.
- A once-off payment for those employees who are on the 50th percentile and payment will be paid in December 2025.

NB: Members are requested to indicated on the *attached* mandate form on whether they accept or reject this final offer and email this to aubrey.mabotsa@psa.co.za by **31 October 2025**.

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

Reuben Maleka
GENERAL MANAGER