



FOR PSA MEMBERS: **OFFICE OF HEALTH STANDARDS COMPLIANCE (OHSC)**

02-02-2026

Feedback: Meeting between PSA and OHSC Executives

The OHSC executive team, led by the CEO, and PSA team, led by the General Manager, had a meeting to discuss critical issues including but not limited to the relationship between the two parties.

OHSC performance and state of finances

The employer presented on the performance and financial position of the OHSC, indicating that the organisation is experiencing a shortage of inspectors owing to financial constraints. This shortage has adversely affected OHSC's ability to meet its inspection targets as set out in the Annual Performance Plan. The employer further reported that the budget allocation for the 2025/26-financial year was R5 million less than that of the previous financial year, which further exacerbates the challenge of achieving annual targets. The PSA noted the submission and sought clarity on measures being implemented to manage the financial shortfall without negatively affecting employee benefits. In response, the employer indicated that strict accounting principles have been adopted, with expenditure limited to essential goods and services only. It was further reported that savings have been realised through reduced rental costs at the Centurion building, resulting in an annual saving of approximately R2 million for the OHSC.

State of relations between OHSC and PSA

Both parties acknowledged that relations between the OHSC and the PSA have been strained and that there is a mutual need to restore and strengthen the working relationship. It was further recognised that the strained relations have negatively affected the effectiveness of the bargaining forum, undermining its intended purpose. In this regard, both parties committed to mending relations in a constructive and collaborative manner. There was a shared undertaking to rebuild trust and ensure that the bargaining forum functions effectively, meaningfully, and in line with established labour relations principles.

Organisational Rights Agreement

In 2017, the OHSC concluded an Organisational Rights Agreement (ORA) with four unions other than the PSA, subject to a representativity threshold of 40%. Over time, all four of these unions experienced a decline in membership and subsequently fell below the agreed threshold. The PSA is currently the only Union that continues to meet the required threshold in terms of representativity. Members may be aware that, over the past year, there was an attempt to have an ORA concluded between the PSA and OHSC. Unfortunately, this process did not yield a successful outcome. Notwithstanding this, parties have since

agreed that the signing of the ORA between the PSA and OHSC should be prioritised as a starting point toward mending relations, particularly as the matter is already serving before the bargaining forum.

Bus transporting employees to and from work

The employer has acknowledged shortcomings identified in the bus service transporting employees to and from work and has confirmed that the service provider has been formally engaged on these issues. The employer further indicated that the matter is currently being addressed and that a comprehensive update will be communicated to employees in due course.

Knocking-off time

The PSA raised concern that when the bus departs from the Centurion office at 16:00 and arrives at its destination at 17:00, this inadvertently extends employees' working time by an additional hour. In response, the PSA requested that the employer release employees at 15:15 to accommodate the travel time and ensure that employees arrive home on time. The employer indicated that organisational performance has declined significantly and that this decline is inextricably linked to employees leaving their workstations from around 15:00 and waiting for the bus in the reception area. As a compromise, the employer agreed to release employees at 15:30 on a trial basis for a period of three months, during which performance levels will be monitored to assess whether there is an improvement. The employer will issue a formal communication, outlining the detailed conditions of this arrangement. The PSA encourages members to comply fully with the conditions contained in the employer's communication to ensure the success of the trial period.

Parking of cars

The PSA raised a concern from members regarding the parking provided by the employer for employees utilising the bus to work that the parking is unsafe and susceptible to theft and to severe weather conditions such as hail and storms. The employer indicated that it is in the process of procuring secure underground parking for those employees and that an update will be provided to employees after the process has been concluded.

Centurion building

As members may be aware, the Department of Employment and Labour conducted an inspection of the building on 4 December 2025 at the request of the PSA. The Department issued a notice of compliance on the air quality in the building. The PSA raised a concern from members regarding the quality of air in the building where some employees are negatively affected. The employer indicated that it is in the process of procuring services of a service provider to attend to this matter as directed by the Department of Employment and Labour.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER