



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

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02-03-2026

## Feedback: OHSC Bargaining Forum - 26 February 2026

### Bus-departure time

Members will recall that this matter was discussed on 23 January 2026 between the PSA and OHSC executive management, where the PSA was represented by the General Manager and the OHSC was represented by its CEO. In that meeting, the PSA raised concern that when the bus leaves the Centurion office at 16:00, it arrives at its destination at 17:00, which inadvertently increases employees' working hours by one hour. The employer indicated that employees are being released at 15:15 and the bus leaves at 15:30, as agreed in the meeting of 23 January 2026. On the issue of parking for employees utilising the bus to work, the employer indicated that it has acquired secure underground parking with effect from 2 March 2026. Regarding the condition of the bus, the employer indicated that it has engaged the service provider and that the bus has been changed to a bus with better and acceptable conditions. The PSA noted the employer's submission and requested that the item be kept on the agenda to monitor this matter and that the item may be removed in the next meeting if no complaints are received from members.

### Overtime payment: Inspectorate

Members may be aware that in 2024, the PSA and the OHSC entered into a collective agreement on a flat rate of R2 000 per month for overtime (inconvenience allowance) worked as opposed to payment in terms of the *Basic Conditions of Employment Act (BCEA)* owing to the financial constraints of the OHSC. The PSA bemoaned that the employer acted in bad faith when it paid some employees in terms of the *BCEA* and not in line with the collective agreement (inconvenience allowance), which is prejudicial to employees who are paid the flat rate of R2 000 per month. The employer acknowledges that there is an instance(s) where some employees were paid overtime in line with the *BCEA* and that this matter has been corrected. The PSA noted the response by the employer and indicated that it is still engaging members on whether or not to withdraw from the collective agreement and will provide its stance at the next meeting.

### Proposal: Procurement of new office space

As members may be aware, the current lease agreement for the Centurion building commenced in September 2025 for a duration of 24 months. The PSA indicated that the relocation from Arcadia to Centurion caused a lot of strain on employees and disharmony at the OHSC. The PSA requested the employer to start looking for office accommodation around the Arcadia and Hatfield area and that the

current lease agreement should not be extended upon expiry. The employer noted the submission and indicated that such a decision must be taken by the board and that it will escalate the PSA's demand to its principals.

### Signing of Bargaining Framework by parties

As members may be aware, the finalisation of the organisational rights agreement and the Constitution of the Bargaining Forum are still outstanding. The employer indicated that the consultation and inputs on both documents was done and requested that the two documents be signed by parties. The PSA indicated that a long time has lapsed since consultation was done and requested that this item be deferred to the anticipated workshop on policies for finalisation as the PSA does not have a mandate to sign the two documents. Parties agreed to defer the documents to the anticipated workshop on policies.

### Policies

- Internship policy
- Leave policy
- Acting appointment policy
- Conditions of service policy
- Recognition of long service

As members may be aware, these policies were introduced by the employer in the last meeting for review. Parties agreed to engage in a workshop for consultation on the policies on dates to be agreed by parties. Members are requested to submit inputs on the policies to the PSA Branch Chairperson at [angwenya@ohsc.org.za](mailto:angwenya@ohsc.org.za) by **6 March 2026**.

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