



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

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16-10-2026

## Feedback: OHSC Bargaining Forum

### Overtime payment: Inspectorate

Members are aware that in 2024, the PSA and the OHSC agreed on a flat rate of R2 000 per month for overtime worked, referred to as an inconvenience allowance, instead of payment in terms of the *Basic Conditions of Employment Act*, owing to the OHSC's financial constraints. At this meeting, the PSA called for the policy to be reviewed following complaints from members. The employer responded that it would initiate a process to review the policy and provide feedback at the next meeting. The PSA noted the report. Members will be informed of developments.

### Proposal: Procurement of new office space

Members may be aware that the current lease agreement for the Centurion building commenced in September 2025 for a period of 24 months. The PSA indicated that the relocation from Arcadia to Centurion had placed considerable strain on employees and caused disharmony at the OHSC. The PSA requested the employer to begin exploring office accommodation in the Arcadia and Hatfield areas and not to extend the current lease agreement upon expiry. At this meeting, the employer reported that the matter had been escalated to its principals and that a management task team had consequently been established to address this. A progress report will be provided in due course. The PSA questioned the employer about the timeframe for finalising the matter. The employer responded that it anticipated finalising the matter by the end of November 2026 and would share a written progress report with labour on 3 December 2026.

### Remote-work arrangements

Members may be aware that the PSA tabled this matter and called on the employer to consider remote-work arrangements in light of the current economic pressures and excessive fuel price increases, which require employees to dig deeper into their pockets. At this meeting, the employer reported that discussions within management were still underway and committed to providing a progress report no later than the end of November 2026. The PSA noted the report and will continue to exert pressure on the employer until the matter is resolved.

### Signing of bargaining framework by parties

It was previously reported that the organisational rights agreement and the constitution of the Bargaining Forum had not yet been finalised. The employer indicated that it was ready to sign both documents. At

this meeting, the PSA indicated that it had submitted its inputs on the organisational rights agreement to the employer and was awaiting feedback on whether the inputs had been accepted. The employer acknowledged receipt of the PSA's input and committed to responding to the PSA as soon as possible. Parties committed to finalising and signing both frameworks within the next 14 days.

The PSA will continue to advocate for members' interest and protect their rights.

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

Reuben Maleka  
GENERAL SECRETARY