



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

28-08-2026

Feedback: OHSC Bargaining Forum - 27 August 2026

Overtime payment: Inspectorate

Members may be aware that in 2024, the PSA and the OHSC agreed 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* owing to the financial constraints of the OHSC. In this meeting, the PSA called for the review of such a policy, following complaints from members. The employer responded that it would take the matter back to its principals to get mandate and feedback is to be provided in the next meeting.

Proposal: Procurement of new offices space

Members may be aware that the current lease agreement for 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. In this meeting, the employer undertook to escalate the matter for the attention of the Board and committed to providing a written response soonest.

Remote-work arrangements

The PSA tabled this item, demanding the employer to consider remote-work arrangements, owing to the current economic turmoil as a result of excessive fuel increases, requiring employees to dig deeper into their pockets. The employer undertook to consult its principals and committed to providing feedback as soon as there are developments on the matter. The PSA will continue to put pressure on the employer.

Job-evaluation process

The PSA questioned the employer on the reason to put on hold the process of job evaluation for some positions. The employer responded that it is currently in the process of reviewing the organisational structure and a job-evaluation process will be conducted for all positions after the conclusion of the review process. The PSA noted the report.

Signing of bargaining framework by parties

It was previously reported that the finalisation of the organisational rights agreement and the constitution of the Bargaining Forum are still outstanding. The employer indicated that it is ready to sign both documents, noting that consultation and consolidation of inputs were since received.

The PSA requested to be given time to conclude internal consultations until the next meeting. The employer noted the PSA's submission.

Members will be kept informed of developments.

Members are urged to peruse the *attached* draft organisational right agreement and Bargaining Forum Constitution and provide inputs/comments to aubrey.mabotsa@psa.co.za and angwenya@ohsc.org.za not later than **4 September 2026**.

The PSA will continue to advocate for members' interest and will protect their rights. Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL SECRETARY