

FOR PSA MEMBERS: **SOUTH AFRICAN HEALTH PRODUCTS REGULATORY AUTHORITY (SAHPRA)**

25-05-2026

Feedback: SAHPRA special Bargaining Forum - 22 May 2026

Wage negotiations 2026/27

Members were previously informed that PSA submitted salary demands in February 2026 and requested this meeting to discuss these. Below are members' demands and employer responses:

- 9%-salary increase, and the employer offered one day work-from-home, and 3.4%- salary increase.
- 9% medical-aid employer contribution increase, and the employer offered 3.4%.
- 9% data-allowance increase, standby allowance of R1 000 per month, R750 danger allowance for Inspectors and laptop buy-back option for R500 and the employer called for parties to submit the inputs to the amendment of the policies as these are policy matters.
- SAHPRA internal canteen to subsidise employees' meals and the employer had no mandate though was prepared to engage and exchange ideas.
- Laptop buy-back option for R500.

The PSA rejected the 3.4% for salary increase and medical-aid employer contributions respectively. The offer of 3.4%, which is lower than the current CPI, is a non-starter as the PSA cannot negotiate below the CPI, which sits at 4%. Subsequently, parties agreed to adjourn to obtain fresh mandates from their principals, and the employer came back with the same position. The PSA gave the employer an ultimatum to get a refreshed mandate if it wanted to negotiate. Parties will meet on 28 May 2026.

Agency-fee draft agreement

The PSA previously sponsored the agency-fee draft to ensure that non-unionised employees are also contributing financially as they are also benefiting from the fruits of the collective bargaining forum. The employer advised that the draft agreement was presented at EXCO who indicated that a meeting with all employees would be convened in June 2026 to address them on this and revert to the PSA. The PSA noted the response and urged the employer to move with speed.

SAGE 300 modules/e-PMDS

The employer indicated that this matter was brought about by a complaint from the PSA for the employer not to continue implementing e-PMDS online without consulting unions. The employer advised that the SAGE system has a requirement to activate all HR systems online, inclusive of PMDS, rather than manually to speed up the process and keep information safe. The employer conveyed its apologies for oversight. The PSA noted the response and advised the employer to initiate amending the related policies, which was agreed to be presented in the next Labour Forum.

Status: Job Evaluation Committee and process

The employer reported that a decision in the last Committee was taken to disband the Committee owing to the information that was leaked, and an investigation report had just been received. The employer was not at liberty to discuss the matter. The PSA reminded the employer that the JE evaluation report was still awaited from the employer to date and urged the employer to do the right thing to resuscitate the JE Committee and share the report. The employer was not amenable and undertook to do the so once it had gone through the investigation report.

Employees who have not joined the PSA whilst eligible can visit the PSA website or PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER