



FOR PSA MEMBERS: **SOUTH AFRICAN PHARMACY COUNCIL (SAPC)**

21-04-2026

Feedback: SAPC Bargaining Council - 8 April 2026

Occupational health and safety report

Members will recall that the PSA tabled this matter following complaints from members that the employer established the Occupational health and Safety Committee but excluded labour. The employer acknowledged the PSA's concern and indicated that it was an oversight. Subsequently, the employer requested the PSA to submit the name of the representative. In this meeting, the employer reported that the PSA submitted the name of the OHS representative and, going forward, invitations will be sent to the representative. The PSA noted the employer's response and will continue to monitor developments.

Review: Medical-aid subsidy

The PSA tabled the matter after receiving complaints from members, that the medical-aid subsidy be increased in line with the annual adjustments of both *Bestmed* and *Bonitas* medical-aid increases. This follows recent excessive increases for both in-house medical aids (*Bestmed* and *Bonitas*), which require employees to dig deeper into their pockets. The employer responded that the matter was discussed with the Remuneration Committee (REMCO) and reported that it would not be feasible for the Council to align medical-aid subsidy increase with the increment of medical-aid schemes. Parties resolved to convene a bilateral meeting to discuss the matter further.

Work-from-home arrangements

The PSA tabled this matter following recent excessive fuel-price (petrol and diesel) increases, which create an unbearable position for employees and proposed a work-from-home arrangement to try and ease the situation. The employer responded that it is aware of the current situation and committed to discussing this matter in the upcoming Exco meeting scheduled for 7 May 2026 and feedback would be provided. The PSA noted the response. Members will be informed of developments.

Policies

The employer tabled the below-mentioned policies, indicating that these are due for review and requested labour to submit inputs/comments. The proposed amendments from the employer have been highlighted for members' further perusal.

- Remuneration Policy: The amendment is under paragraph 10 dealing with job evaluation and salary benchmark. All other amendments are linguistic to ensure clarity.

- Leave Policy: Clarity on the minimum days to be taken for annual leave per annum as well as clause dealing with parental leave.
- Flexi-time Policy: Clarity on the procedure, scope, and monitoring of flexitime.
- Disciplinary Code and Procedure Policy: *BCEA* and conditions of employment of the SAPC were added as part of the consideration in administering the policy.
- Code of Conduct for Personnel: Changes are not material but grammatical to ensure clarity and easy reading.
- Grievance Procedure: Removal of stage four that was not deemed necessary.
- Parental Leave Policy: New policy to implement the Court judgement.

Members are invited to peruse the *attached* policies and send inputs to aubrey.mabotsa@psa.co.za not later than **30 April 2026**.

Reuben Maleka
GENERAL MANAGER