

INFORMUS



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

08-11-2019

Feedback

Travel Allowance

Members are fully informed and aware of the provisions of the collective agreement, that was entered between the employer and labour in April 2019, to replace the provision of transport by the employer with a travel allowance paid to employees to enable employees to report for duty at the new offices.

The agreement stipulates that the payment of the travel allowance of R1900 per month, will be made on the month's pay run, which is understood to be the 15th of each month. Payments have however, consistently been late for two reasons. The travel claims can only be processed after the end of the month and the employer is utilising National Health's (NDoH) systems for this. Due to competing priorities, NDoH's involvement delays payment. This was further aggravated when the financial systems collapsed in September. The PSA asked to engage the employer on the possibility of SAHPRA handling the payments itself, but the employer avoided dealing with this request and deferred it to the non-functional Workplace Forum.

The PSA therefore elected to refer a dispute on the interpretation and application of the agreement to the Commission for Conciliation, Mediation and Arbitration (CCMA).

The CCMA proceedings took place on 7 November and the employer confirmed that it is still not able to process such payments itself and that for the moment it remains dependant on NDoH's assistance, but that it is working hard towards becoming independent. However, the employer committed itself to ensure that the agreement will be complied with for the remaining two months of the agreement.

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GENERAL MANAGER