



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

10-03-2025

Feedback: SAHPRA: CCMA Conciliation Report – 4 February 2025

Members may be aware that the PSA declared a mutual interest dispute with the CCMA after the SAHPRA unilaterally revoked the operation of the Hybrid Working Policy without consultation with the Union or employees. As scheduled for 4 March 2025, PSA and SAHPRA representatives attended the conciliation.

The PSA argued that the employer, as it is a norm, should have consulted in a Bargaining Forum meeting and advanced reasons why it was intending to revoke the operation of the Hybrid Working Policy, and that such unilateral revocation was unjustified and had adversely affected employees.

SAHPRA argued that it had no obligation to consult the Union and employees, hence it decided to revoke the operation of the Hybrid Working Policy. The matter remained unresolved, and the Commissioner indicated that she would not issue the non-resolution certificate but directed parties to conclude picketing rules if members intended to embark on an industrial action.

Before any picketing rules are concluded, the PSA would like to conduct a survey with members whether there is any appetite to embark on strike action regarding the issue of the revocation of the operation of the Hybrid Working Policy. Members are therefore requested to indicate on the *attached* mandate form whether they will participate in a potential strike action by ticking YES or NO and send the mandate form to the PSA Chief Negotiator: Zamani.Dladla@psa.co.za, copy Velucia.Maluleke@psa.co.za and the Chairperson Percival.Legoale@sahpra.org.za before or on **Friday, 14 March 2025**.

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

Reuben Maleka
GENERAL MANAGER