INFORMUS

Feedback: Special Forum meeting - 13 July 2021

It was brought to the PSA's attention that the employer has taken a unilateral decision to change the pay date of employees who were previously transferred in terms of *section 197* of the *LRA*, with effect from 25 July 2021. Employees were informed of this decision on 14 May 2021 through an internal communication. Labour subsequently called for a special meeting to be convened.

It is two months since the request was made and in the interim, management continued with staff meetings or *Indabas* to circumvent the Forum. Labour informed the employer that it is their view that the HR *Indabas* are not the established structure for purposes of consultation in such matters. The employer eventually acceded to the demand for the meeting, which took place on 12 July 2021. The employer's attention was drawn to the provision in the *Acts* (*LRA* and *BCEA*), which regulate the matter and how engagement on any changes is to take place. The process is thus flawed as there was no compliance with legislation.

The Labour Forum subsequently resolved that the pay date for employees transferred in terms of *section 197* will be left unchanged. Employees will receive their salary on 15 July 2021 and onwards until proper consultation takes place on any changes. Management made a commitment to forward the Labour Forum's resolution to the SAHPRA CEO for consideration and communicate the response on 13 July 2021. Labour was informed that the CEO conceded to the proposed resolution. Therefore, all affected employees will receive their salary on 15 July 2021 until an agreement is reached on the matter.

Labour further demanded that management should be transparent and share communication sent to the Director-General of Health, which led to the premature removal of SAHPRA employees from the Persal payroll system. The response is still pending. Parties agreed to convene special Labour Forum to discuss the issue on change of pay date. Members will be informed of developments.

GENERAL MANAGER