



# INFORMUS

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SERVICE EXCELLENCE

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

15-08-2024

## Feedback: SAHPRA 2024/25-wage dispute conciliation report - 14 August 2024

The previous *Informus* edition refers (copy can be obtained from the PSA website at [www.psa.co.za](http://www.psa.co.za) or PSA Provincial Offices).

Members may be aware that during a meeting on 29 July 2024, members overwhelmingly rejected the 6% SAHPRA draft wage agreement and subsequently a mutual interest dispute was referred to the CCMA for intervention. During conciliation on 14 August 2024, the PSA advised the CCMA that it has adjusted its demands from 10% to 8.5% across-the-board, or 8% and R20 000 sweetener as a once-off cash bonus.

The employer indicated that owing to non-affordability, it will be amenable to revising its initial offer of 6% to a 6.5% increase across-the-board. The employer also indicated that it would not be able to afford the once-off cash bonus.

The meeting agreed to allow the PSA to conduct a mandating process regarding the revised offer and convene a members' meeting on Friday, 16 August 2024 to consolidate the final mandate. The Commissioner extended the conciliation process to Wednesday, 21 August 2024, where parties would reconvene and indicate if the offer is accepted or not. If during the members' meeting to be convened on 16 August 2024, the revised 6.5% is accepted, the wage agreement will be signed. If the revised 6.5% is not accepted by members, the CCMA will issue a certificate of non-resolution, and picketing rules will be agreed upon and signed by both parties. Strike action will then ensue.

**Members are requested to indicate if they ACCEPT or REJECT the 6.5%. The ballot process will commence on 15 August 2024 at 13:00 and close on 16 August 2024 at 16:00. Members are to cast their vote via the following link: <https://rb.gy/1abian>**

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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