



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

28-03-2025

## Feedback: SAHPRA Bargaining Forum - 27 March 2025

### SAHPRA Bargaining Forum Constitution

Parties agreed that copies of the Bargaining Forum Constitution will be exchanged with parties for signature once the CEO's signature has been obtained as she was out of the country.

### SAHPRA Organisational Rights

Parties agreed that copies of the Organisational Rights Agreement will be exchanged with parties for signature once the CEO's signature has been obtained as she was out of the country.

### Levy draft Agreement

The employer reported that the draft agreement was taken to MANCO after some contentious clauses were removed and it is still awaiting the decision on the amount to be contributed by the employer. The PSA noted the report.

### Review: Hybrid Remote Working Policy

The employer indicated that the Hybrid Remote Working Policy was withdrawn, and employees are back at work. The PSA indicated that the matter is now at the CCMA and is *sub judice*.

### SAHPRA Inspectors challenges

With the assistance of Inspectors who are experts in the field a presentation of challenges with recommendations was made. The employer indicated that it will be approaching its principals with the presented challenges and recommendations. The presentation is *attached* for members' convenience. Amongst the challenges presented were:

- Unbearable Local Travel: Working conditions
- International Travel Conditions
- Long Working Hours with no overtime compensation
- Request for extensions or return flights during audits
- Skill requirements and representation during audits

### **Inspectors remuneration**

Organized labour indicated that the current remuneration of Inspectors is not aligned with the industry rates and proposed that it is reviewed. The employer reported that there is a current job evaluation underway, which might cover the challenge. The PSA noted the report.

### **Additional evaluation tasks**

Organised labour reported that owing to a shortage of Inspectors, additional evaluation tasks have become impossible to accomplish, and a request was made to consider shifting funds allocated for external evaluators to the recruitment of Pharmacist Assistants or Technicians who can assist with additional evaluation tasks. The employer will approach its principals and revert to the Bargaining Forum.

### **Cellphone allowance**

The PSA reported that the cellphone allowance currently in place does not cover the challenges presented by international travel and it has not been increased since 2020. The employer reported that roaming sim cards have been procured that will resolve international calls challenge. The PSA noted the report.

### **Pool cars**

The shortage of cars for inspection has also presented challenges as employees are expected to return vehicles whilst still on-site inspections, which affects service delivery. Labour proposed that two drivers should service the Johannesburg side and another two the Pretoria side. The employer will also discuss the matter with its principals and revert in the next Bargaining Forum.

### **Conditions of service/Employment contract**

The employer presented the employment contract draft that is aligned with the *BCEA* as the previous one was non-compliant. The PSA noted the presentation, and requested the draft copy, but indicated that in terms of the *BCEA* (section 10), the employer is not permitted to require an employee to perform overtime, and that overtime worked must be paid in cash and not in kind unless there is a prior agreement. At the advice of PSA, parties also agreed that the contracts of Section-197 employees should be taken into account.

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

Reuben Maleka  
GENERAL MANAGER