

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

07-08-2023

Feedback: SAHPRA salary benchmarking meeting – 3 August 2023

A meeting between the SAHPRA CEO, Labour, HR management, and the service provider was convened to discuss the salary benchmarking process. The meeting resolved that:

- Labour will be represented at all stages of the benchmarking process;
- The employer will draft a roadmap, indicating steps to be followed during a salary benchmarking project; and .
- The roadmap will be presented at the next follow-up benchmarking meeting for adoption.

The PSA requested the employer to correct current salary disparities by implementing the available job evaluations reports, which recommended that manager positions should be paid at level 13 and Medicine Registration Officer/Medicine Control Officer at level 11. The said positions must be advertised at level 13 and level 11 respectively.

The meeting recommended that Senior Administrative Officer posts must be pitched at level 8 and not at level 7, as practiced by SAHPRA. Parties agreed that the external benchmarking process will only start once the SAHPRA salary disparities have been corrected. The decision will ensure that the external salary benchmarking process is conducted using reliable and accurate information from SAHPRA.

Parties agreed to discuss the matter of salary disparities and job evaluation at the meeting scheduled for 15 August 2023. Members will be informed of developments.

The employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER