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FOR PSA MEMBERS: **SOUTH AFRICAN PHARMACY COUNCIL (SAPC)**

14-11-2023

SAPC: Special Bargaining Forum meeting

A Special Bargaining Forum meeting was convened to discuss the following agenda items:

Draft policy on harassment

The draft policy on harassment was previously circulated to the PSA for inputs. The PSA consulted with its members and their inputs were collated and forwarded to the employer for incorporation. These inputs were then incorporated into the draft policy. The policy was adopted and will be forwarded to the Board for final approval.

Work from home

The PSA raised a concern regarding the limited office space and the shortage of parking and requested that the employer consider extending work from home to include Monday and Friday on a rotational basis. The employer has a monitoring system in place to ensure that all employees are productive during working hours. The employer indicated that Monday and Friday will not be considered as these days are for training and meetings. Also, additional parking has been secured from the Department of Public Works at the area next to the head office building.

Medical aid

EXCO requested that the employer provide it with the quantum required for the subsidisation of medical aid to all employees. The employer will do the necessary calculations, and these will be presented to EXCO for consideration. The PSA also requested that the employer commence with the consultation process with all employees and presentations to be done by the agreed-upon medical aids. More information will be provided on this item once the employer provides further details.

COLA 2024

The draft salary agreement will be circulated by the employer to the PSA shortly. An agreement was reached for 4.25% for COLA together with the payment of 1.5% for pay progression.

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 the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER