

FOR PSA MEMBERS: **OFFICE OF HEALTH STANDARDS COMPLIANCE (OHSC)**

06-12-2024

Feedback: OHSC Bargaining Forum meeting: 3 December 2024

Pay date harmonisation

Members are aware that transferred employees known as “Section-197 employees”, are paid on the 15th each month, but the rest of employees are paid on the 25th. The employer previously reported that it intends to pay all employees' salaries on the 25th of each month, as employees are now paid using the same pay system. It also stated that affected employees would be given three months' notice to allow for proper planning and adjustment. During this round of reporting, the employer stated that it intends to pay Section-197 employees' salaries on the 15th and a *pro-rata* payment on the 25th, with subsequent months paying employees on the 25th of each month. The PSA noted the employer's report and requested the employer to have a meeting with affected employees. The PSA also urged the employer to commit to paying employees on time to avoid frustration.

Mandate from employer (scenario planning)

The employer reported that the OHSC performed procurement processes to move to the new office building. A building task team, consisting of labour and employer representatives, concluded a report on scenario planning, which was supposed to be submitted to management for consideration and approval. The PSA was perplexed that the employer presented the scenario planning report alone to management. The PSA sharply raised dissatisfaction that the scenario planning exercise was a joint effort of organised labour and management through the task team. Subsequently, the PSA demanded that the highest decision-making body of OHSC responds in writing to the two proposals or scenarios outlined in the report of the task team, *i.e.*, employees be paid R3 500 per month or employees be allowed to work from home for two weeks in a month. Failure to meet the demand/s will result in the PSA exploring other avenues to get appropriate recourse. Parties agreed that the employer will provide a written response to the PSA's demands by 31 January 2025 after the board meeting scheduled for 30 January 2025.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER