

FOR PSA MEMBERS: **ONDERSTEPSPOORT BIOLOGICAL PRODUCTS (OBP)**

08-02-2024

Benchmarking feedback

Update: CCMA dispute

Members were previously informed that a dispute was declared regarding the benchmarking exercise that is undertaken by the employer. The employer was supposed to submit the benchmarking report from *Emergence Group* to the PSA by 31 December 2023. The employer complied with the settlement agreement and provided the PSA with the said benchmarking report. The PSA subsequently called for a meeting with management, which took place on 1 February 2024.

According to the report from *Emergence Group*, all positions in the OBP were evaluated and salaries were benchmarked. Provision was made for the 25th percentile to the 90th percentile. As per the agreement at the Bargaining Forum, all employees who were below the 25th percentile will be placed accordingly. This was done and employees received letters to confirm the movement to the correct percentile. The employer discussed the entire process and the implementation thereof. Some positions were above the benchmark conducted. Their salaries were not reduced but they were given an increase of between 4 and 6%, depending on the percentile they are being paid at. All employees below the 25th percentile was first placed on the 25th percentile and paid a 6%-salary increase. Members who are still not satisfied with the implementation can meet with HR and discuss concerns. HR will take them through the process followed. A members' meeting will be held on 12 February 2024 to give feedback and inform members accordingly.

Term of office of Chairperson

The employer stated that the term of office for the bargaining forum chairperson will end on 31 May 2024. The employer has commenced the SCM process and the terms of reference to start procuring the services of a new chairperson. Updates will be provided in due course.

Bargaining Forum meeting dates

The PSA requested the employer to submit the dates for Bargaining Forum meetings for the new financial year. The employer has requested dates from the current chairperson and will inform the PSA once received. Members will be informed accordingly.

Employees who want to join the PSA can contact Molefe Mosaka on 082 880 8927 / molefe.mosaka@psa.co.za or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER