



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

01-10-2025

Feedback: OBP - Conclusion of 2025/26-wage settlement agreement

Members will recall that labour embarked on a series of wage negotiations meetings from 20 May 2025. The PSA was initially not allowed as a party to engagement, however, through persuasion, the PSA was accorded observer status. Subsequently, the PSA was allowed to meaningfully participate in the negotiations. The PSA is happy to announce that the wage negotiations were successfully concluded, and the employer was subsequently persuaded to agree to sign an above-inflation increment. On 29 September 2025 parties signed a 6%-wage increase plus a R6 000 once-off gratuity, as mandated by members.

The wage increase will be effectively implemented on 30 September 2025 and backdated to 1 April 2025. Parties further agreed to defer the other secondary demands, which included the medical-aid increase, housing-allowance increase, and 13th cheque to a special Bargaining Forum meeting to be held by the end of October 2025. Members will be informed of developments.

The PSA wishes to take this opportunity to thank members for their patience and cooperation during the entire wage negotiations process. The PSA commits to continue representing the interests and rights of members.

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

Reuben Maleka
GENERAL MANAGER