



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

15-08-2025

## Feedback: OBP special Bargaining Forum meeting – 14 August 2025

### 2025/26-Wage negotiations update

Members are reminded that OBP and organised labour are currently engaged in negotiations for a wage increase and improvements to conditions of service. Parties met on 13 and 14 August 2025 to finalise wage negotiations, during which labour tabled its demands, and the employer responded with a counter-offer.

#### Revised positions

Labour demands	Employer offer
8% across-the-board	6% across-the-board plus R6 000 once-off bonus
13 <sup>th</sup> cheque during birthday month	13 <sup>th</sup> cheque rejected
7.5% pension contribution for both employer and employee	Deferred to a secondary process
R2 500 housing subsidy	Deferred to a secondary process
Medical-aid contribution for employee and two dependents	Deferred to a secondary process
Performance bonus to be implemented according to existing policy	Performance Management Policy to be strengthened at Policy Task Team to benefit employees

Following lengthy and intensive deliberations, parties agreed to adjourn to seek fresh mandates and reconvene negotiations on 19 August 2025.

Immediately after the session, members mandated labour representatives to reject the employer's counter-offer and continue negotiating for an improved package. Members will be informed of developments.

Employees wishing to join the PSA can visit the PSA's website or contact any PSA Provincial Office.

Reuben Maleka  
GENERAL MANAGER