



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

30-07-2025

## Feedback: OBP Special Bargaining Forum Meeting – 29 July 2025

### 2025/2026-Wage negotiations

Members are aware that labour tabled wage demands on 20 May 2025. The employer requested more time to consult with its principals before it could respond to the wage demands. On 29 July 2025, the employer was not ready to proceed, and parties agreed to continue with wage negotiations on 13 and 14 August 2025.

### Pension fund modalities

Members would recall that *Alexander Forbes* and the Government Employees Pension Fund (GEPF) made presentations to the Bargaining Forum on 20 June 2025 about their products. Further, the employer was advised that in terms of the pension rules, it is expected to make a formal application of eligibility before employees could be switched from *Alexander Forbes* to the GEPF. In this meeting, the employer committed to consulting with all employees and conducting a ballot to establish how many are interested in switching to the GEPF. Thereafter a formal application will be made depending on the number of employees who could have opted to join the GEPF. The employer further committed to appointing an independent service provider to conduct an analysis and assessment to establish advantages and disadvantages of the possible transition between the two pension funds.

### Job profiles and grading of advertised posts

Labour raised concerns that the current advertised posts disadvantaged internal employees. The job requirements of those advertised posts were changed without consultation with labour. Most internal employees are unable to contest and qualify for such posts owing to upgraded job requirements. Furthermore, it was established that those posts were not properly graded as per the existing organisational structure. Labour demanded that the current recruitment and selection process of those positions be put on hold until the consultation process is concluded. Parties agreed to convene a bilateral meeting on 4 August 2025 to deliberate the matter further and find an amicable solution.

### **Term of office: Chairperson of Bargaining Forum**

It was previously reported that the term of office of the Chairperson of the Bargaining Forum ended in June 2025. Parties agreed to extend the contract until the end of September 2025 so that wage negotiations could be concluded properly.

Members will be informed of developments.

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

Reuben Maleka  
GENERAL MANAGER