



FOR PSA MEMBERS: **SOUTH AFRICAN HEALTH PRODUCTS REGULATORY AUTHORITY (SAHPRA)**

01-10-2025

SAHPRA urgent mandates requested

5.5% wage-offer dispute: Total shutdown/full-blown strike

Members may recall that PSA declared a dispute with the CCMA on the 2025/26 salary-negotiations deadlock. The employer revised its offer from 5% to 5.5% and the PSA revised its demand to 7.5% as fallback from 8% to motivate the employer to move further. Despite an intervention to break the deadlock by the Commissioner, the employer was steadfast at 5.5% as the final mandated position. Parties then agreed to seek fresh mandates from their constituencies and if the positions remain the same, the application to agree and sign picketing rules should be made to the CCMA.

PSA members have overwhelmingly rejected the revised 5.5% offer by SAHPRA, setting the tone to further pursue the dispute with the CCMA. Even during a PSA/SAHPRA management meeting held recently to break the impasse and find common ground on the wage dispute and other issues, parties could not find each other. To ensure that we move together coordinated and with speed, members are requested to find *attached Urgent Mandate Forms*, complete, and indicate an appetite to participate in a full-blown/shutdown strike.

Members must also be aware that a full-blown/total shutdown strike may be the only solution to force the employer back to the table for a better revised offer, although it will come with sacrifices.

Completed mandate forms must be sent to Zamani.Dladla@psa.co.za and Velucia.Maluleke@psa.co.za and copy Percy.Legoale@sahpra.org.za on or before **Monday, 6 October 2025 at 16:30**.

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

Reuben Maleka
GENERAL MANAGER