



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

11-09-2025

## Feedback: SAHPRA 5.5% revised wage offer - 10 September 2025

### **Urgent mandates requested: ACCEPT or REJECT 5.5%**

A feedback meeting was held with members on 10 September 2025 in respect of the 2025/26 CCMA wage dispute conciliation, which remained unresolved. Members were informed that the PSA moved down the demand from 10% to 7.5% and employer revised its offer from 5% to 5.5%. The Commissioner directed the PSA to make a referral requesting the set down for signing the picketing rules if it intends embarking on an industrial action.

Members were informed through an urgent report-back meeting on the same day, and outrightly rejected the revised offer, noting that their initial demand was 10% with a fall back to 8%. An electronic MS poll conducted also indicated that most employees who attended rejected the 5.5%.

Employees also indicated that they intend going on a full-blown strike rather than pickets, which have thus far proven to be ineffective, and understood the implications of the same on both parties. As a mandate-driven Union, the PSA will request its active members to indicate whether they **accept** or **reject** the final 5.5%-wage offer through the *attached* mandate form. The referral to the CCMA for picketing rules will be determined by the outcome of the mandating process.

Completed mandate forms, marked with an **X**, must be sent to [Zamani.Dladla@psa.co.za](mailto:Zamani.Dladla@psa.co.za), and a copy to [Velucia.Maluleke@psa.co.za](mailto:Velucia.Maluleke@psa.co.za) and [Percival.Legoale@sahpra.org.za](mailto:Percival.Legoale@sahpra.org.za) on or before **Friday, 12 September 2025**.

Employees who want to join the PSA can complete the *attached* PSA membership application form and sent it to [Molefe.Mosaka@psa.co.za](mailto:Molefe.Mosaka@psa.co.za) or contact PSA shop stewards and Provincial Offices.

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