



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

13-06-2025

## Feedback: SAHPRA Special Bargaining Forum - 11 June 2025

A Special Bargaining Forum meeting was held on 11 June 2025 to continue with the 2025/26-wage negotiations:

### 2025/26-wage negotiations

Members may still be aware that during the meeting held on 13 May 2025, the PSA revised its salary increment demand to 8% from the initial 10% against the 4% offered by the employer, who subsequently offered a revised to 4.5%. The employer's revised 4.5% was rejected by the PSA, and it was agreed that the employer would revert with a refreshed mandate from its principals and on 5 June 2025, they revised their offer to only 5%. The PSA then requested the employer to provide its current actual cost to employment against the projected budget for 2025/26 for employees on salary levels 5 to 12 and obtain a new mandate from their principals. It was agreed that PSA would work within the provided financials to provide workable solutions within the projected budget.

On 11 June 2025, the PSA presented two scenarios factoring the 8% revised demand, which was clearly affordable within the projected 2025/26 budget with a surplus which should be used for SMS employees. The employer indicated that the projected budget includes the Pay Progression 1.5%, which was not indicated when the financials were provided and that their 5% offer still stands, and that was their final offer. The PSA indicated that the projected budget was misleading as the Pay Progression 1.5%, which is a legislated and policy-driven event, was not spelt out and requested the employer to get a fresh mandate, which was not agreed to. Over and above, the employer was not transparent with the SAHPRA's audited financial report submitted to the Auditor General in May 2025. As the parties were far apart, the PSA declared a deadlock.

Members' meetings will be held between 17 and 18 June 2025 to determine the way forward. The PSA wants to assure members that the Union will work around the clock to ensure a speedy resolution to this impasse.

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

Reuben Maleka  
GENERAL MANAGER