



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

20-06-2025

SAHPRA: Urgent mandate request - Wage negotiations deadlock - 18 June 2025

A feedback meeting was held with members on 18 June 2025 in respect of 2025/26-wage negotiations outcome.

2025/26-Wage negotiations

Members were informed through an *Informus*, issued on 6 June 2025, that the employer had tabled a revised salary increment offer to 5% against the PSA fallback demand of 8% for employees on salary level 5 to 12. During the members' meeting on 18 June 2025 at SAHPRA offices, the PSA reported that the employer indicated that the revised 5%-salary increase offer was final and that it was not willing to approach its principals for an improved offer that will be closer to 8%, as demanded.

The majority of members who commented during the meeting indicated that the 5% offer is an insult, considering the escalating cost of living and even stated that SAHPRA cannot be compared to other entities or general public service departments as it is generating its own funds not in the country alone but globally and it is public knowledge that it has performed better in the past financial year.

The PSA advised members that despite the deadlock in wage negotiations on 5 June 2025, negotiations doors are not shut. Members unanimously rejected the 5% employer offer and requested that the PSA seeks the intervention of the CCMA. The pros and cons of referring to the dispute with the CCMA were also explained in detail to members. As a mandate-driven Union, the PSA is obliged to seek mandates from members in terms of PSA process, which will then indicate if they are accepting or rejecting the revised 5% salary offer and whether they want the PSA to seek the intervention of the CCMA or not.

Completed mandate forms must be sent to Zamani.Dladla@psa.co.za, Velucia.Maluleke@psa.co.za, and Percival.Legoale@sahpra.org.za on or before Thursday, **26 June 2025 before 16:30**.

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

Reuben Maleka
GENERAL MANAGER