



FOR PSA MEMBERS: **SOUTH AFRICAN HEALTH PRODUCTS REGULATORY AUTHORITY**

20-10-2025

SAHPRA 2025/26-wage agreement concluded - 17 October 2025

Members are aware that the PSA and the SAHPRA have been embroiled in a wage dispute that had the potential of industrial action. The PSA initially demanded a 10%-salary increment against the 4% increase offered by the SAHPRA, which was rejected by members during the mandating process. Acting on the instructions of members, the PSA revised the Union's demand to 8% and the employer placed 4.5% as a revised offer, which was still rejected by members, and which was subsequent revised to a 5% offer and led to a deadlock.

The PSA sought the intervention of the CCMA and revised the Union's demand to 7.5% and the SAHPRA placed 5.5% as its final offer. During a members' meeting held virtually, SAHPRA's 5.5% offer was accepted by an overwhelming majority of members.

On 17 October 2025, the PSA as a majority Union, concluded the 2025/26-wage agreement that will be implemented on 31 October 2025 with effect from 1 April 2025 and will also impact on other earning-line items linked to basic salary such as overtime, acting allowances, *etc.*

The PSA will monitor the full implementation of the wage agreement (*attached* for members' convenience). The PSA would like to thank shop stewards for showing leadership, determination, and a fighting spirit throughout the negotiation process.

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

Reuben Maleka
GENERAL MANAGER