



FOR PSA MEMBERS: **ONDERSTEPSPOORT BIOLOGICAL PRODUCTS (OBP)**

01-09-2026

Feedback: OBP Cola negotiations – Employer’s final offer

The PSA wishes to provide members with an update on ongoing salary negotiations with the OBP. Members will recall that the PSA, together with the two recognised trade unions, submitted a consolidated set of demands aimed at improving employees’ conditions of service. Central to these demands was a 14% cost-of-living adjustment, motivated by the increasing financial pressures faced by employees and the continued rise in the cost of living. In addition to the salary adjustment demand, the following demands were tabled:

- 13th cheque be paid in the month of birthday
- Contribution to pension fund: Employer to contribute 8.5% and employee 7.5%
- Medical-aid allowance to include dependents of employees
- Performance bonus to be implemented according to existing performance assessment policy
- Housing allowance to the amount of R2 700

During the meeting of 5 June 2026, the employer tabled what it described as its final offer, comprising the following:

- 6.9%-salary increase for all employees in the bargaining unit
- Performance bonus to be implemented according to existing performance assessment policy

The employer further indicated that the outstanding demands would be deferred to a benchmarking process, which will include a review of the Remuneration Policy. The employer further stated that all remaining demands are accommodated in the Total Cost to Company (TCTC) remuneration structure currently applied by the employer and regulated by the Remuneration Policy.

The PSA will now embark on a comprehensive mandating process to obtain members’ views and mandates regarding the employer’s final offer. Member consultation meetings will be convened on 2 September 2026, during which the offer and its implications will be discussed in detail. In addition, members will be afforded an opportunity to record their mandates through a voting process as part of the formal mandating procedure.

The next round of engagement with the employer is scheduled for 3 September 2026. Members are encouraged to actively participate in the mandating process to ensure that their views are duly considered before the PSA determines a final position on the employer's offer.

The PSA is committed to advancing and protecting the interests of members and will continue to provide regular updates as negotiations progress.

Reuben Maleka

GENERAL SECRETARY