



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

17-06-2026

Feedback: OBP Cola negotiations

The PSA wishes to provide members with an update on the ongoing salary negotiations with the OBP. Members will recall that the PSA submitted a comprehensive 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.

During negotiations, the employer tabled an offer of a 6%-salary increase. In respect of the PSA's other demands, namely the housing allowance, 13th cheque, medical-aid subsidy, and pension-fund contribution, the employer proposed that these matters be referred to a benchmarking process for further consideration. Furthermore, the employer accepted the performance bonus demand. However, the implementation of this demand is subject to the finalisation of the audit process. The PSA carefully considered the employer's offer and indicated that the proposed 6%-salary increase is inadequate and does not sufficiently address the financial pressures currently faced by employees. Consequently, the PSA rejected the offer and requested the employer to submit a revised offer that better responds to employees' needs and expectations.

The employer undertook to consult its principals and seek a mandate for a revised offer. Parties agreed to continue engaging on outstanding issues. Salary negotiations remain ongoing and will resume on 24 June 2026. Members will be informed of developments as negotiations progress.

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GENERAL MANAGER