



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

24-04-2026

Feedback: OBP Bargaining Forum meeting - 22 April 2026

Maintenance schedule of OBP building

Members will recall that the PSA raised serious concern about the condition of the building. The infrastructure and equipment are not compliant with OHS provisions. The employer noted the concerns raised and reported that intervention measures were implemented. It was reported that a service provider was appointed to assist with the upgrading of the building infrastructure and equipment and has started with the repairing the ceiling at finance section and painting of the entire building. Furthermore, a generator for the Small Animal Unit was procured. The PSA noted the update and urged the employer to fast track the maintenance and upgrades of the entire building. Parties agreed to continue with the discussion at the bilateral meeting.

Update: Investigation into misused R500 million allocated

It was previously reported that the PSA raised a concern about the alleged corruption activities pertaining to the misused R500 million received from National Treasury. The funds were allocated to upgrade infrastructure and equipment of the OBP. The employer reported the matter was reported to the South African Police Service and investigations are underway. The PSA noted the feedback and urged the employer to provide regular updates on the matter during bilateral meetings.

Review of organisational structure

The employer reported that it is in a process of reviewing the organisational structure. There are vacant funded posts identified to be filled in the first quarter. The posts included the following: CEO, CFO, Corporate Service Manager, Risk Manager, Laboratory Assistant, Project Manager, Procurement Assistant and Facility and Security Manager posts. The PSA noted the report and demanded a comprehensive report on all funded vacant posts to be filled in the current financial year. The PSA further emphasised that internal employees must be given preference when the posts are filled.

Remuneration Policy

It was previously reported that the PSA submitted inputs to amend the Remuneration Policy during workshop convened in December 2025. Labour demanded that the remuneration model be changed from the total cost to company (TCC) to the basic salary plus benefits model. The employer requested to seek mandate from its principals regarding the demand of labour. At the meeting the employer reported that its principals objected to the demand owing to limited budget allocated by National Treasury. The PSA noted

the feedback and urged the employer to seek the services of an independent expert on remuneration models to provide advice and guidance to parties. Parties agreed to continue engaging on the matter to find an amicable solution. Members will be informed of developments.

2026/27-wage negotiations

Parties agreed to start wage negotiations on 8 May 2026. The PSA has already started with the mandating process for wage demands. Members will be informed of developments as soon as labour demands are consolidated and tabled accordingly.

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

Reuben Maleka
GENERAL MANAGER