



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

16-07-2026

SAHPRA final offer: Request for mandate - 15 July 2026

Members were previously informed that the PSA submitted the Union's salary demands to the employer in February 2026. Subsequent engagements were held with the employer to negotiate these demands. The PSA's demands on behalf of members are as follows:

- 9%-salary increase.
- 9% increase in medical-aid subsidy.
- 9% increase in data allowance.
- Introduction of standby allowance for Inspectors.
- Laptop buy-back option at R500.
- Subsidised employee meals through SAHPRA internal canteen.

Following these engagements, the employer responded in writing and advised that, at the Bargaining Forum meeting held on Friday, 22 May 2026, parties agreed that demands of a policy nature would be referred to the Policy Task Team for further consideration. Parties further agreed that the following matters, being issues of mutual interest, would remain part of current wage negotiations:

- Salary increase.
- Medical-aid subsidy.

The employer initially offered a 3.4% increase for both the salary adjustment and the medical-aid subsidy. The PSA rejected this offer and requested the employer to revert to its principals to obtain an improved mandate. At the latest negotiations, the employer advised that it had secured a revised mandate and improved its offer to 4% for both the salary increase and the medical-aid subsidy. The employer further indicated that 4% constitutes its final offer. The PSA convened a members' meeting on 15 July 2026 to provide feedback on negotiations and discuss the way forward.

As the employer has confirmed that the 4% offer is final, members are requested to provide the PSA with a mandate on whether to accept or reject the employer's final offer. A mandate form is *attached* for members' convenience.

Voting options

- **Vote YES** to accept the employer's final single-term offer of a **4%-salary increase** and a **4% increase in medical-aid subsidy**.
- **Vote NO** to reject the employer's final offer in its entirety.

Members are encouraged to submit their completed mandate forms on or before **23 July 2026** to aubrey.mabotsa@psa.co.za to ensure that their views are represented during the conclusion of negotiations.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for membership assistance.

Reuben Maleka
GENERAL MANAGER