



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

16-10-2026

SAHPRA: Outcome of special Bargaining Forum

Wage negotiations deadlock

Members were previously requested to indicate whether they accepted or rejected the employer's final offer of 4%. This followed a series of engagements between the employer and organised labour through the Bargaining Forum, during which the employer initially tabled an offer of 3.4% and subsequently improved it to 4% as its final offer.

The PSA subsequently declared a dispute with the Commission for Conciliation, Mediation, and Arbitration in terms of the *Labour Relations Act*. The conciliation hearing took place on 5 October 2026. During proceedings, the PSA presented the Union's case, and the employer was afforded an opportunity to respond. In its response, the employer indicated that the entity was scheduled to hold a meeting with the Board on 9 October 2026 to present recommendations for approval. Parties agreed to extend the conciliation process to allow the employer to finalise its internal processes.

The employer convened a meeting with the PSA on 15 October 2026 and presented the following revised offer: **5% salary increase for the 2026/27 cycle**, on condition that the 1.5% pay progression would be paid to qualifying employees during the current financial year. From the 2027-financial year onwards, qualifying employees would instead receive a 1.5% once-off payment.

The PSA rejected the offer and demanded that the employer must separate the salary increase process from policy-related matters. The employer undertook to revert to its principals for further consideration. Feedback will be communicated to the PSA by 31 October 2026.

Members will be informed of developments.

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

Reuben Maleka
GENERAL SECRETARY