



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

26-08-2026

SAHPRA: Online voting mandate required

Wage negotiations deadlock

Members were previously requested to indicate whether they accept or reject the employer's final offer of 4%. This follows a series of engagements between the employer and organised labour through the Bargaining Forum, where the employer initially offered 3.4% and later revised its offer to 4% as a final offer. The PSA conducted a mandating process in line with the Union's internal directive and issued an *Informus* to all members on 16 July 2026. The PSA confirms that more than 60% of PSA members in SAHPRA participated in the mandating process, and the majority rejected the offer.

The next available step is to declare a dispute with the Commission for Conciliation, Mediation, and Arbitration (CCMA) in line with the *Labour Relations Act*. The declaration of a dispute means that, should parties fail to reach agreement during the CCMA conciliation process, a certificate of non-resolution will be issued. This may result in strike action in line with section 65 of the *LRA*, as amended. Members are hereby requested to cast their votes, indicating whether they intend to strike or not, as per the details below, by no later than **31 August 2026 at 15:00**.

Ballot details

- **Topic:** Deadlock on wage negotiations
- **Start date:** 26 August 2026 at 09:00
- **Closing date:** 31 August 2026 at 15:00
- **Question:** Vote **YES** to ACCEPT strike action *or* vote **NO** to REJECT strike action

Members are urged to indicate their mandate using the following link: [Mandate to Accept or Reject Strike – Fill out form](#)

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

Reuben Maleka
GENERAL SECRETARY