



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

04-04-2025

## What is happening at OBP?

### Review: Remuneration policy

The employer has initiated a review of the remuneration policy. Members submitted their inputs, which were consolidated and forwarded to the employer. The primary demand is for the abolition of the Total Cost to Company (TCTC) model and its replacement with the DPSA model. The employer has confirmed that the matter has been escalated to the Board and is awaiting their response.

### OBP residence

Some employees are currently occupying rental accommodation from the employer. Labour raised their concern regarding the high rent being charged for these residences, and in addition to this, the properties are in poor condition. An *in loco* inspection was conducted, and a full report was submitted to management. The employer acknowledged receipt of the report and indicated that this would be escalated to EXCO. Feedback will be given by 4 April 2025.

### Shutdown

The employer is currently utilising old and outdated equipment. To be more productive and for the efficient functioning of operations, the employer has procured new large industrial equipment from abroad. They are currently waiting for experts from abroad to install this equipment. Once these experts arrive, a shutdown will be necessary to complete the installations. The employer will inform labour timeously before the shutdown takes place.

### Amendments to contract of employments

The employer was engaged in a court battle, which was finalised in March 2025, regarding the divulging of sensitive information by former employees. Fortunately, the employer was victorious in this regard. To curb this occurrence, the employer has proposed amendments to all employees' current contracts of employment. Labour requested the amended contracts, which were forwarded by the employer to the PSA. Labour will now engage members and request their input. Once received, the input will be consolidated and forwarded to the employer. This matter will be discussed at the next meeting.

### Retirement age

Currently, the retirement age for all employees is 60. Employees requested that the PSA engage the employer with a view to amending the policy to cater for the retirement age to be 65. Labour submitted

their proposal to the employer. The employer noted the proposal, and feedback is expected at the next meeting.

### **Auditor General report**

The Auditor General's report indicated that OBP has 20 policies that need review urgently. The employer proposed a review process of all policies. Labour requested that the employer forward all policies that need to be reviewed to the PSA. Once received, labour will then meet with and engage members.

Members will be kept informed accordingly.

Employees who want to join the PSA can contact Molefe Mosaka at 082 880 8927/[molefe.masaka@psa.co.za](mailto:molefe.masaka@psa.co.za) or contact the PSA Province or visit the PSA's website, [www.psa.co.za](http://www.psa.co.za).

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