

# PHARMACEUTICAL SECTOR

## ADDENDUM TO SUBSTANTIVE AGREEMENT FOR 2025/2027

between

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED  
WORKERS' UNION**  
(CEPPWAWU)

**SOUTH AFRICAN CHEMICAL WORKERS' UNION**  
(SACWU)

**SOLIDARITY**  
(SOLIDARITY)

**GENERAL INDUSTRIES WORKERS UNION OF SOUTH AFRICA**  
(GIWUSA)

**NATIONAL UNION OF METAL WOKERS OF SOUTH AFRICA**  
(NUMSA)

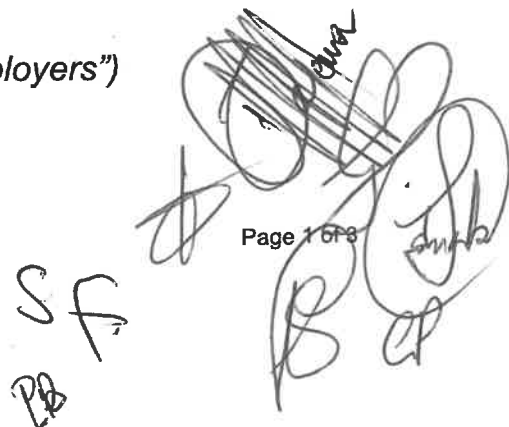
*(hereinafter referred to as the "Unions")*

and

**PARTICIPATING EMPLOYERS IN THE LABOUR AFFAIRS  
ASSOCIATION FOR THE PHARMACEUTICAL INDUSTRY**  
(LAAPI Employers)

*(hereinafter referred to as "employers")*

SF  
PB

A collection of handwritten signatures and initials in black ink, including 'SF', 'PB', and several large, stylized signatures.

The Agreement provides for an across-the-board (ATB) wage increase of 5.5% with effect from 01 July 2026, calculated on current basic wages.

In addition, a further across-the-board increase of 0.5% on the already awarded increase will become due and payable with effect from 01 January 2027.

Accordingly, the wage adjustment for the second year of the Agreement will be implemented in two phases, namely the initial 5.5% increase from 01 July 2026, followed by the additional 0.5% increase from 01 January 2027.

Signed at Johannesburg this \_\_\_\_\_ day of \_\_\_\_\_  
2026.

On behalf of:

  
\_\_\_\_\_  
**South African Chemicals Workers Union**

  
\_\_\_\_\_  
**Solidarity**

\_\_\_\_\_  
**Witness**

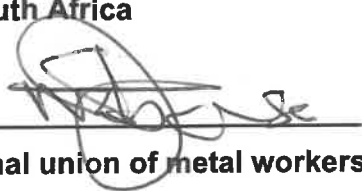
  
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**Witness**



**Chemical, energy, paper, printing,  
wood and allied workers' union**



**General Industries Workers Union  
Of South Africa**



**National union of metal workers  
Of South Africa**

*Daniel Matabane*

[Daniel Matabane \(Jun 17, 2026 09:46:38 GMT+2\)](#)

**Labour Affairs Association for  
The Pharmaceutical Industry**

**Witness**



**Witness**



**Witness**

**Witness**

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