

FOR PSA MEMBERS: **SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI)**

23-11-2023

SANBI: Bilateral meeting

The PSA requested an urgent meeting with the employer. A bilateral meeting was convened to discuss the following agenda items:

S197 Transfer

In 2018, the employer embarked on an S197 transfer from the NRF to SANBI. Employees were supposed to be transferred without any changes to their terms and conditions of employment. However, the PSA was informed by members that some of them received lesser benefits upon transfer. The PSA informed the employer of these discrepancies. The employer requested the PSA to submit a list of all affected employees. Upon receipt of this, the employer will investigate and forward with a response to be discussed at an urgent bilateral meeting to be convened shortly.

GEPF

The PSA raised a concern as to why all employees are not contributing to the GEPF but to another pension fund. The request was because the employer has placed all employees on DPSA salary scales and are enjoying the same benefits as government employees. The employer advised that this must be motivated for and escalated to the Board for a decision.

Review of policies

The PSA requested that labour must be involved in the process when the employer reviews any policies. The employer will consult with labour when the review of policies commences.

Uniforms and PPE

The employer has provided uniforms, but a concern was raised that employees received uniforms after five years. Also, the uniforms were too big, and employees must do alterations at their own cost. A concern was raised that the PPE supplied by the employer is not compliant, taking into consideration the different types of functions performed by employees. The employer took note of the concern and indicated that it will consider this.

Job-grading reports

The PSA requested the employer to forward a copy of the job-grading reports that were compiled by an outside service provider. The employer committed to provide the PSA with a copy of the report.

Employees who want to join the PSA can contact Molefe Mosaka on 080 880 8927 / Molefe.mosaka@psa.co.za or contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER