



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

05-11-2025

What is happening at SANBI?

Occupational health and safety

The employer has failed to provide protective clothing and uniforms for several years. Additionally, some buildings were in a poor state, posing risks to the health and safety of employees. Upon learning of these issues, the PSA promptly reported the matter to the Department of Employment and Labour (DEL). The DEL responded by conducting an inspection of the premises. This resulted in the issuance of a non-compliance notice to the employer. After the PSA's intervention and the enforcement action taken by the DEL, the employer took corrective measures and provided the necessary protective clothing and uniforms to employees. This outcome marks a significant step towards ensuring safer and more dignified working conditions for all affected staff.

PSA declares dispute of mutual interest

The PSA has declared a dispute in terms of section 24 of the *Labour Relations Act* following a conflict that arose between the PSA and SANBI. The dispute emanates from a letter received from SANBI management, alleging that the PSA has lost its organisational threshold, and therefore, SANBI would no longer engage the PSA in line with the existing Collective Agreement. Following SANBI's refusal to engage with the PSA on matters of mutual interest and the inaccurate claim regarding the Union's representativity, the PSA has declared a dispute with the Commission for Conciliation, Mediation, and Arbitration (CCMA). The matter has been scheduled for conciliation on 17 November 2025 (notice attached).

The PSA is committed to ensuring that the rights of members are protected and upheld in accordance with the provisions of the Collective Agreement and the *Labour Relations Act*. To join the PSA, please visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER