



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

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19-11-2025

## SANBI: PSA organisational rights restored

Members were previously informed that the PSA had lodged a mutual-interest dispute with the Commission for Conciliation, Mediation, and Arbitration (CCMA) in terms of section 24 of the *Labour Relations Act*. The dispute arose from a letter issued by the employer, alleging that the PSA had lost its threshold and would therefore no longer enjoy the organisational rights provided for in the Collective Agreement concluded between the PSA and SANBI in 2013.

The conciliation meeting was held on 17 November 2025. During the proceedings, the PSA was able to demonstrate that the Union continues to meet the required threshold. The matter was subsequently resolved, and a settlement certificate was issued (*attached*). As part of the settlement, the employer committed to withdrawing the letter sent to the PSA regarding the withdrawal of organisational rights. Furthermore, parties agreed that the PSA will continue to enjoy all rights as contained in the Collective Agreement.

The PSA is committed to ensuring that the rights and interests of members are protected.

To join the PSA, please visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER