



FOR PSA MEMBERS: **NATIONAL HOME BUILDERS REGISTRATION COUNCIL (NHBC)**

17-09-2026

Feedback: Outcome of arbitration dispute

PSA victory in acquiring organisational rights at NHBC

Members will recall that the PSA submitted an application to the NHBC for organisational rights in terms of section 21 of the *Labour Relations Act (LRA)*. The application was submitted to the employer on 24 February 2026, followed by a further letter on 26 March 2026. On 27 March 2026, the employer acknowledged receipt of the application and indicated that it would wait three months to allow employees to migrate from other trade unions to the PSA. The PSA was disappointed with the employer's response, as it viewed the proposed waiting period as a deliberate attempt to delay granting the PSA organisational rights in accordance with section 21 of the *LRA*. The PSA was therefore left with no alternative but to refer a dispute to the Commission for Conciliation, Mediation, and Arbitration.

The matter was set down for conciliation on 20 April 2026. Parties were, however, unable to reach an agreement during the conciliation process. The PSA subsequently referred the dispute to arbitration, which was scheduled for 15 September 2026. During arbitration proceedings, the PSA presented the Union's case to the Commissioner, after which the employer was afforded an opportunity to respond. In response, the employer indicated that it had received a mandate to grant the PSA the following organisational rights:

- Access to the workplace in terms of section 12 of the *LRA*; and
- Deduction of trade union subscriptions in terms of section 13 of the *LRA*.

Parties subsequently concluded a settlement agreement containing the following terms:

- Parties agreed that the PSA would be granted organisational rights in terms of sections 12 and 13 of the *LRA*, with effect from **15 September 2026**.
- The deduction and payment of trade-union subscriptions in terms of section 13 of the *LRA* will commence with the October 2026 payroll run. Deducted subscriptions must be paid to the PSA on or before the 15th day of the following month.
- Parties further agreed to meet within 30 days of signing the settlement agreement to endeavour to conclude a collective agreement regulating the manner in which the PSA will exercise these organisational rights at the workplace.

The PSA would like to thank all NHBRC employees for their patience, support, and resilience throughout the dispute-resolution process. The PSA will continue to advocate for members' interests and protect their rights.

Employees who wish to join the PSA can visit the PSA website, send an email ask@psa.co.za, or contact the nearest PSA Provincial Office.

Reuben Maleka
GENERAL SECRETARY