



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

21-04-2026

Feedback: NHBRC outcome of conciliation dispute – Organisational rights

Members will recall that the PSA notified the NHBRC of the Union's intention to exercise organisational rights in line with section 21 of the *Labour Relations Act (LRA)*. The employer was notified on 24 February 2026 and subsequently responded on 27 March 2026 wherein it indicated that the PSA must wait for three-months period for cancellation of union membership with the current union in line with the *LRA*.

The PSA was disappointed with the employer's response, as it viewed this as a deliberate delay by the employer to grant the PSA organisational rights in line with section 21 of the *LRA*. The PSA was left with no option but to declare a dispute to the Commission for Conciliation, Mediation and Arbitration. Conciliation was set down on 20 April 2026. During proceedings, the PSA presented its case to the Commissioner, and the employer was given opportunity to respond. The employer responded that it received a mandate to grant the PSA two organisational rights, namely, section 12 of the *LRA*: Access to workplace, and section 13 of the *LRA*: Right for the deduction of subscription. The employer further indicated that it still needs to get written approval from its authorities before a settlement agreement can be signed.

The PSA noted the employer's intention to grant the PSA some of the organisational rights and demanded that the employer must speed up the process of getting a mandate from its principal, as this matter has been pending for too long. Parties resolved to extend conciliation until Friday, 24 April 2026, to allow the employer to conclude its mandating process.

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Reuben Maleka
GENERAL MANAGER