



FOR PSA MEMBERS: **SOUTH AFRICAN HUMAN RIGHTS COMMISSION (SAHRC)**

10-09-2026

Feedback: PSA meeting with SAHRC management – 8 September 2026

Recognition agreement

Members will recall that the PSA was confirmed as a recognised trade union on 12 June 2026 in terms of the provisions of the *Labour Relations Act, 1995*. The PSA represents a sufficient number of employees at the SAHRC. At the meeting, the PSA requested that the existing recognition agreement be reviewed in line with the provisions of the *Labour Relations Act*, as amended. The agreement will provide clear guidelines and rules of engagement on matters of mutual interest going forward. The employer agreed to the request and committed to commencing the review process of the existing recognition agreement.

Inconsistent implementation of policies

The PSA raised concern regarding the inconsistent implementation of internal policies by the employer. The PSA emphasised that policies must be applied fairly and uniformly across the organisation and that there should be no selective implementation that disadvantages employees. The employer noted the concern and requested the PSA to submit details of specific incidents to enable an investigation to be conducted. Feedback will be provided at the next meeting, the date of which is still to be confirmed.

Observers during recruitment and selection processes

The PSA raised concern that all recognised trade unions should be afforded an equal opportunity to serve as observers during recruitment and selection processes. The employer noted the concern and agreed that invitations to participate as observers would be shared equally amongst all recognised trade unions.

Legal action against employees

The PSA reported that an external service provider had instituted legal proceedings against employees who were acting in furtherance of the SAHRC's mandate. The PSA sought clarity on measures being taken by the employer to protect affected employees. The employer indicated that it is in the process of providing legal representation to affected employees and further undertook to engage the service provider on the matter in its capacity as the client. The PSA welcomed the steps taken by the employer to protect employees from potential litigation.

Members will be informed of developments.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka

GENERAL SECRETARY