



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

10-06-2026

## Feedback: Update on quarterly meeting with employer

Members will recall that the quarterly meeting scheduled for 13 May 2026 was postponed to 4 June 2026 owing to the unavailability of employer representatives. The PSA is pleased to inform members that the quarterly meeting, held in terms of the recognition agreement concluded between the PSA and SANBI, has since taken place. The first meeting for the report period was held on 4 June 2026. The meeting was constructive, and the following items were discussed and attended to:

### Challenges relating to *NMG Benefits* (Pension Administrator)

The PSA reported several challenges experienced by members regarding *NMG Benefits*, including delays in the payment of pension-fund savings upon exit from the employer, poor growth of pension fund investments, lack of communication from *NMG Benefits* to members, and inaccessible communication channels between *NMG Benefits* and its members. The PSA urged the employer to assist in addressing these concerns, as these continue to cause frustration amongst members. Furthermore, the PSA requested the employer to facilitate a meeting between the PSA, *NMG Benefits*, and the Board of Trustees to discuss these matters and identify possible solutions. The employer noted the PSA's concerns and request and committed to assisting in arranging the proposed meeting through the Human Resources section. Members will be updated on developments.

### Shortage of personal protective equipment (PPE)

The PSA reported that, regardless of the Department of Employment and Labour's intervention regarding PPE, some employees still remain without the necessary protective equipment. This situation prevents employees from performing their duties safely and exposes them to the risk of injury on duty owing to inadequate PPE. The PSA therefore urged the employer to resolve the PPE issue urgently to avoid non-compliance with occupational health and safety regulations. The employer acknowledged the PSA's submission and requested that the names of employees lacking PPE be provided for the matter to be addressed without delay. The PSA will submit the information requested by the employer urgently to enable the employer to attend to the matter swiftly.

### Consultation: Reviewed policies

The PSA raised concerns regarding the lack of, or inadequate, consultation on policies by SANBI. The PSA emphasised that consultation is important as employees are the end-users of these policies and should be afforded an opportunity to provide meaningful input before policies are finalised. The PSA encouraged the employer to consult on policy reviews timeously to allow sufficient time for engagement

and input from employees and organised labour. The employer submitted that it has consistently consulted on policies and remains committed to continuing this practice. Members are encouraged to actively participate in policy-review processes to ensure that their views are considered and their voices are heard.

Members are encouraged to submit any matters of mutual interest that they would like the PSA to table as agenda items in the next meeting to [lucia.serei@sanbi.org.za](mailto:lucia.serei@sanbi.org.za).

### Are you a PSA member yet?

Belonging to the PSA offers the following advantages:

- **Protection of employee rights:** The PSA represents members in disciplinary hearings, grievances, disputes, and workplace conflicts.
- **Collective bargaining:** The PSA negotiates salaries, benefits, working conditions, and other employment matters on behalf of members.
- **Legal assistance and advice:** Members have access to labour-related advice and representation when facing workplace challenges.
- **Workplace health and safety advocacy:** The PSA monitors compliance with occupational health and safety requirements and raises concerns such as PPE shortages and unsafe working conditions.
- **Policy influence:** The PSA participates in consultations on workplace policies and procedures, ensuring that employees' interests are considered.

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

Reuben Maleka  
GENERAL MANAGER