



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

26-10-2026

What's happening at SANBI?

Introduction: New Performance Management and Development (PMDS) template

The PSA became aware that the employer had introduced a new PMDS template for employees to complete midway through the current performance assessment submission period. Members raised concerns that the new template was complicated and did not adequately reflect their day-to-day responsibilities and actual work activities.

The PSA subsequently wrote to the employer, demanding that the new template be withdrawn and that proper consultation be undertaken before its implementation. The PSA further proposed that the new template be introduced during the next PMDS cycle (2026/27) to avoid disadvantaging employees during the current assessment period. The employer noted the PSA's concerns and indicated that the new template was aligned with amended PMDS legislation. The PSA did not dispute this explanation but emphasised that employees and organised labour had not been consulted on the template. The PSA also raised concerns about the timing of the introduction, as implementation midway through the PMDS cycle could unfairly disadvantage employees. The PSA urged the employer to consult employees and organised labour through the appropriate structures, allowing sufficient opportunity for inputs and recommendations before implementing the new template.

The employer agreed to the PSA's request and confirmed that employees would be allowed to use the existing approved template for the current PMDS cycle. The employer further indicated that the new template would be tabled at the relevant consultation platforms for proper engagement and consultation.

Members will be informed of developments.

To join the PSA, visit the PSA's website or contact the nearest PSA Office for assistance.

Reuben Maleka
GENERAL SECRETARY