**MEDIA RELEASE** PSA welcomes PSCBC enforcement order against Department of Correctional Services

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**EMBARGO** None

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The Public Servants Association (PSA) welcomes the enforcement order issued by the Public Service Coordinating Bargaining Council (PSCBC) against the Department of Correctional Services (DCS) regarding unpaid pay progression benefits for DCS employees.

The DCS has failed to honour its obligations to pay progression for the financial years 2022/23 and 2023/24, owing its employees a 1.5% salary adjustment for each year. Despite citing financial constraints, the DCS has made no effort to seek assistance from National Treasury, signalling a lack of commitment to honouring collective agreements that directly impact employee welfare. In response, the PSA lodged a complaint under PSCBC Resolution 2/2023. On 23 January 2025, the PSCBC issued a compliance order in favour of the PSA, compelling the DCS to meet its obligations. Prior to the order, the DCS began processing the 2022/23-pay progression shortfall. Whilst this process is ongoing, the compliance order will ensure accountability for the 2023/24 shortfall, if unresolved.

The PSA remains extremely concerned about financial mismanagement in the DCS. In addition to the unresolved pay progression issue, the DCS has proposed stopping the payment of allowances to officials, an action the PSA strongly opposes. These challenges reflect a broader failure by the DCS to prioritise its workforce, which is essential to achieving its critical mandate of ensuring safe custody and effective rehabilitation of inmates. The PSA has twice written to the Minister of Correctional Services, urging intervention to resolve these pressing issues. Regrettably, these appeals have been ignored, further highlighting an inability by the DCS to manage its affairs effectively.

The PSA calls on the Portfolio Committee on Correctional Services to urgently intervene and address ongoing failures in the DCS. The PSA remains resolute in advocating for the rights and welfare of the Union’s members and will continue to hold the DCS accountable for its obligations. The PSA will use all legal avenues to protect the rights and benefits of the Union’s members. The PSA is further committed to ensuring fair treatment, improved working conditions, and the protection of the rights of all public servants.

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