

FOR PSA MEMBERS: DEPARTMENT OF DEFENCE (DOD)

10-09-2021

Labour Appeal Court Case: Demilitarisation of the then Finance Division – 9 September 2021

The PSA referred the matter to Labour Court, as the employer failed to equate the terms and conditions of employment of those members who were demilitarised. Their contracts gave them the assurance that their conditions will remain the same as their peers. This was not implemented. The employer opposed the PSA's application arguing that the referral is out of time and that condonation should not be granted. The matter was heard on 18 December 2020 and the Labour Court ruled in favour of the PSA that condonation should be granted in the interest of justice for the period of October 2011 onwards.

The employer thereafter lodged an appeal against the granting of the abovementioned judgment. This matter was heard on 9 September 2021 and judgement was reserved. The PSA appreciates the perseverance of members as this process is solely in the hands of the courts. Members will be updated once judgement is handed down by the court.

Sincere condolences for those members and their families who have been affected by the pandemic.

GENERAL MANAGER