

FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

19-12-2024

Update: DCS financial circulars on cost containment

The DCS recently issued three financial circulars related to cost containment measures. These include *Financial Circular Number 04 of 2024/25*, Addendum No. 02 to *Financial Circular No. 02 of 2023/24*, and a subsequent withdrawal notice for the addendum. These circulars have generated confusion among members, particularly regarding the conduct of disciplinary and arbitration hearings.

The first circular, financial circular Number 04 of 2024/25, signed by the National Commissioner on 14 November 2024, is a general directive instructing DCS management to implement budget cuts. This circular forms part of the broader efforts by DCS to manage financial constraints. The second circular, Addendum No. 02 to financial circular No. 02 of 2023/24, also signed on 14 November 2024, directed DCS management to conduct disciplinary and arbitration hearings virtually as part of cost containment measures. The PSA identified this circular as unlawful because it unilaterally sought to change terms and conditions of employment without proper consultation. Following engagements with the employer, the PSA successfully secured the unconditional withdrawal of Addendum No. 02. The withdrawal notice, signed by the National Commissioner on 4 December 2024, confirms that the provisions of the addendum are null and void. This means that virtual hearings, as prescribed by the withdrawn circular, cannot be enforced, or entertained. The PSA has further demanded that the employer ensure that all Employee Relations Coordinators are sensitised to the withdrawal of the second circular. Members are encouraged to remind management representatives during disciplinary or arbitration hearings of the circular's withdrawal by presenting a copy of the withdrawal notice.

Should members experience any challenges related to the withdrawn circular, they are advised to immediately contact the responsible Labour Relations Officer, Prince Mthombeni, via WhatsApp or call at 082 880 8947. The PSA remains steadfast in protecting members' rights and ensuring that no unlawful practices are implemented under the guise of cost containment measures. The PSA urges members to remain vigilant and informed about their rights. Together, we will ensure fair and lawful treatment for all employees within the Department of Correctional Services.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER