



FOR PSA MEMBERS: DEPARTMENT OF CORRECTIONAL SERVICES (DCS) – JOHANNESBURG AREA

27-01-2025

Victory for PSA member at DCS

In a recent arbitration case, the General Public Service Sectoral Bargaining Council (GPSSBC) ruled in favour of a member of the PSA who had been placed on precautionary suspension. The arbitration panel found that the suspension was unfair and ordered the suspension to be lifted and the member to be compensated with R20 000.

The case involved a PSA member who was employed by the DCS. The member was placed on precautionary suspension on 18 April 2023 for alleged misconduct. The suspension was instituted in terms of clause 7.2 of GPSSBC Resolution 1/2006, which contains the disciplinary code and procedure for the DCS. The member, represented by the PSA, contended that the DCS failed to adhere to the prescribed time frames outlined in the Resolution. The protracted suspension deprived the member of benefits and constituted an unfair labour practice in terms of section 186(2)(b) of the *Labour Relations Act 66 of 1995*. During arbitration hearings, both parties presented their evidence and arguments. The arbitration panel, after considering the evidence, concluded that the suspension was indeed unfair. The panel ordered the suspension to be uplifted and awarded the member compensation of R 20 000 for the unfair labour practice. This ruling highlights the importance of adhering to prescribed procedures and time frames in disciplinary matters. It also underscores the role of the GPSSBC in ensuring fair treatment of public servants and upholding their rights.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact the PSA Provincial Office's Organising/Marketing Officers:

- Sibusiso Ndzala: 082 880 8964 / sibusiso.ndzala@psa.co.za
- Mandy Modise: 082 880 8952 / mandy.modise@psa.co.za
- Katlego Mooketsi: 082 880 8935 / Katlego.mooketsi@psa.co.za

Reuben Maleka
GENERAL MANAGER