



ARBITRATION AWARD

Panellist/s: **Shiraz Mahomed Osman**
Case No.: **GPBC 485/2024**
Date of Award: **11 August 2025**

In the ARBITRATION between:

PSA obo Ms. E Malan

(Union / Applicant)

and

Department of Home Affairs

(Respondent)

Union/Applicant's representative: **Mr. C Van Rheede**

Respondent's representative: **Mr. M Sefiri**

DETAILS OF HEARING AND REPRESENTATION

1. The present dispute between PSA obo Ms. E Malan (hereinafter referred to as the applicant) and The Department of Home Affairs (hereinafter referred to as the respondent) was referred to Arbitration in terms of Section 191 of Act 66 of 1995, as amended (the Act). At the Arbitration hearing, which was held virtually, via Microsoft Teams on, 11 August 2025, applicant was represented by Mr. C van Rheede, of PSA, and the respondent was represented by Mr. M Sefiri.
2. The applicant sought that she be awarded her merit award for the performance period 2022/2023. All employees are assessed and awarded a performance merits, if they qualify.
3. It is not in dispute that the applicant had been assessed, and performed sufficiently to be awarded the performance merit.
4. Both parties agreed that an award be made, to require the respondent to award the applicant the performance merit, for the period 2022/2023. This is subject to the applicant having furnished all the requirements that may be sought by the respondent's human resource/industrial relations unit.
5. Parties agreed that an award be issued, to this effect.

AWARD

6. The respondent, The Department of Home Affairs is ordered to award the applicant the performance merit for the financial year 2022/2023 by no later than, 30 August 2025.
7. The applicant must have submitted all the documents to the respondent's applicable unit to effect, the merit award,

Signed at Kimberley on this 11 day of August 2025



GPSSBC PANELLIST

SHIRAZ MAHOMED OSMAN