



**IN THE PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL
HELD AT CENTURION**

CASE NO: PSCBC178-23/24

PSA obo I NENE

APPLICANT

and

DEPT OF HOME AFFAIRS

1st RESPONDENT

DEPT OF PUBLIC SERVICE AND
ADMINISTRATION

2nd RESPONDENT

CONSOLIDATION RULING

DATE OF RULING : 08 OCTOBER 2022

PANELLIST : Mbulaheni M Netshifhefhe

1. DETAILS OF THE MATTER AND REPRESENTATION

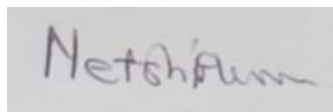
- 1.1 This is an application for consolidation of disputes into one matter. The dispute is about interpretation and application of PSCBC Resolution 1 of 2003, the Disciplinary Code and Procedure for the public service. Applicant applied for consolidation on 31 August 2023. The outcome certificates on all the matters were issued in July and August 2023, and Council, therefore, has jurisdiction to arbitrate the disputes. The application for consolidation is unopposed and is dealt with on paper.
- 1.2 In the application, applicant submits that the following disputes were referred to the PSCBC on interpretation and application: PSA obo I Nene - PSCBC178-23/24; PSA obo R Phillips - PSCBC147-23/24; PSA obo X Gaba - PSCBC181-23/24; PSA obo CL Phala - PSCBC155-23/24; PSA obo P Mabaso - PSCBC149-23/24; PSA obo VT Selebalo - PSCBC148-23/24 and PSCBC180-23/24 - PSA obo S Tobejane. All the disputes were referred as interpretation and application of PSCBC Resolution 1 of 2003 and were referred by PSA on behalf of the individual employees. Certificates of non-resolution were issued by Council confirming that the disputes remain unresolved.
- 1.3 Applicant submits that even though the disputes were individually referred, the merits, evidence and arguments in all the referrals are exactly the same. Based on this submission, applicant pray that all the disputes be consolidated into one case, PSA obo I Nene with case no PSCBC178-23/24.

1.4 Rule 26 of the Rules for the Conduct of Proceedings before the PSCBC provides that the Secretary or panellist may, on own accord or on application consolidate more than one dispute so that the disputes may be dealt with in the same proceedings. I have had sight of all the outcome certificates in the disputes. They all deal with Resolution 1 of 2003. It is the submission of the applicant that the merits, evidence and arguments in all the disputes are the same. In the absence of evidence to the contrary I have no reason to doubt the veracity of the applicant submission but to grant the application.

2. RULING

2.1 Application for consolidation is granted.

2.2 PSA obo R Phillips - PSCBC147-23/24; PSA obo X Gaba - PSCBC181-23/24; PSA obo CL Phala - PSCBC155-23/24; PSA obo P Mabaso - PSCBC149-23/24; PSA obo VT Selebalo - PSCBC148-23/24 and PSCBC180-23/24 - PSA obo S Tobejane are consolidated into dispute, PSA obo I Nene and Others under case reference no PSCBC178-23/24, to be dealt with in the same proceedings.



Mbulaheni M Netshifhefhe
PSCBC Panellist