

MEDIA RELEASE	Limpopo Department of Transport and Community Safety: PSA secures victory for members denied performance bonuses
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The Public Servants Association (PSA) has secured a significant victory for the Union's members employed by the Limpopo Department of Transport and Community Safety.

Following arbitration proceedings under the auspices of the General Public Service Bargaining Council, the Commissioner found that the Department had committed an unfair labour practice by denying PSA members their 2020/21-performance bonuses. The Department was ordered to pay these bonuses by 15 September 2025. This outcome is the result of the PSA's meticulous approach in gathering individual performance assessments and presenting clear, irrefutable evidence of unfair treatment. The PSA's thorough and member-focused representation succeeded where another union's "blanket approach" had failed, underscoring the value of precision and diligence in defending members' rights.

The PSA condemns the Department for its conduct in this matter. As the custodian and the implementer of workplace policies and prescripts, the employer is duty-bound to ensure fairness and compliance. Instead, the Department ignored its own policies and shamefully proceeded to defend a case it should have settled once it became aware of the omission. Such disregard for the principles of fair labour practice is deeply concerning and unacceptable.

The PSA calls on the Department to comply with the arbitration award without delay and to take immediate steps to prevent a recurrence of such violations. This case serves as a clear reminder that the PSA will not hesitate to hold employers accountable when they act to the detriment of workers. The PSA is steadfast in the Union's commitment to defend the rights of its members and to ensure that fair labour practices are upheld across the public service.

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