

<b>MEDIA RELEASE</b>	PSA welcomes R50 000 compensation awarded for member unfairly overlooked for Principal post
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The Public Servants Association (PSA) has once again demonstrated the Union's commitment to protecting the rights of public servants, after successfully representing a member in arbitration proceedings resulting in the Limpopo Department of Education being ordered to pay compensation of R50 000.

The case was brought before the Education Labour Relations Council (ELRC) after the member was unfairly excluded from the shortlisting process for a Principal position at a secondary school, despite being better qualified and more experienced than several of the candidates who were shortlisted. The ELRC Commissioner ruled in favour of the member, finding that the Department had committed an unfair labour practice by failing to shortlist her without valid reasons, even after she had previously been shortlisted and recommended for appointment by the School Governing Body (SGB) in the same recruitment process. The Commissioner found that less qualified and less experienced candidates were shortlisted, which constituted an unfair labour practice.

The PSA argued that the Department's repeated nullification of the recruitment process and failure to provide reasons for the member's exclusion caused serious prejudice and violated fair labour practices as set out in the *Labour Relations Act*. The Commissioner agreed, ordering the Department to compensate the member with R50 000 as solatium for the unfair treatment suffered.

The PSA welcomes this outcome as a victory for the member and all public servants who are subjected to arbitrary and unfair treatment in recruitment and promotion processes. The PSA recently also represented a member, employed by the Limpopo Provincial Treasury, in a similar matter. The GPSSBC Commissioner found in favour of the member, ordering the employer to pay R 63 000 to the member who was unfairly overlooked for promotion. This award is a clear demonstration that the PSA will not hesitate to hold departments accountable when the Union's members are treated unfairly. Justice was served, and this outcome sends a strong message that irregular and discriminatory appointment practices will not be tolerated.

This ruling forms part of the PSA's broader campaign to expose and challenge systemic irregularities in the education sector, including cadre deployment, favouritism, political interference, and opaque recruitment practices that sideline qualified and deserving candidates. The PSA continues to demand that the Department of Education prioritise merit, competence, and fairness over political or personal interests in all appointments.

The PSA calls on all educators and public servants who have experienced unfair treatment in recruitment or promotion processes to come forward and report such cases. The PSA is steadfast in its mission to protect the Union's members, defend their rights, and ensure that the public service operates with integrity and fairness.

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