

PSA court case: Contracts of employees on fixed-term contract extended

Members are aware that the employment of PSA members who are currently on fixed-term contracts would expire on 31 March 2021. The PSA has taken the matter to court to prevent the Department from terminating the services of members whose contracts expire on 31 March 2021, including those terminating in April, May, and June 2021, respectively.

The matter was initially set down on 11 March 2021, but a request was made by the employer to postpone the matter to 17 March 2021. The employer at court made a proposal to settle the matter, which proposal was accepted by members. In summary, the proposal was as follows:

- Employees who were currently employed on a fix-term contract and whose contracts ended at the end of March, April, May, and June 2021 would be extended for a further and final period of three years as from 1 April 2021.
- The final extension of the contracts for a period of three years will be on the same terms and conditions of employment as at the date of this order.
- For the contract extension of three years to be effective, each contract employee is required to sign and enter a further fixed-term contract extension, containing the same terms and conditions.
- The contents of the “Recruitment, selection and placement protocol for establishment alignment projects” collective agreement, dated 20 June 2017, is applicable to contract employees. It is further confirmed that permanent employees will not be considered for the filling of a vacant position earmarked for the project as set out in this relevant collective agreement.

The Order by the Labour Court, which is self-explanatory is *attached*. The PSA will continue to protect the rights of members. Furthermore, members are encouraged to apply for the vacant positions as these become available and **that the extension contracts are all signed by 29 March 2021**.

GENERAL MANAGER