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SERVICE EXCELLENCE

FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES**

09-04-2024

## Update on arbitration proceedings: Re-employment of ex-official at Department of Correctional Services

Members have been informed through a previous *Informus* that the PSA has been actively representing ex-officials who were re-employed by the Department since 2019, aiming to ensure fair compensation aligned with their experience.

The PSA declared a dispute on behalf of ex-officials to ensure that these members are paid at the correct salary level. The matter was referred to the General Public Service Sectoral Bargaining Council (GPSSBC) for conciliation. Parties could not resolve the dispute and the matter was referred for arbitration, with hearings held on 5 September 2023 and 14 November 2023. However, during the proceedings, concerns arose regarding the impartiality of the commissioner overseeing the case. Subsequently, the PSA filed an application for the commissioner's recusal owing to apparent bias toward the employer. The PSA is pleased to inform members that the GPSSBC has ruled in the PSA's favour, necessitating the appointment of a new commissioner to oversee the arbitration process. The proceedings restarted under the guidance of the new commissioner on 11 March 2024.

During the recent hearings, the employer raised two preliminary points. Both parties have agreed that the PSA will provide written arguments addressing these points, which will assist the commissioner in making a ruling. Once the commissioner's decision on these points is made, the PSA anticipates that a new arbitration date will be scheduled, allowing the PSA to present the case fully.

Members will be updated on developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

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