



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

12-11-2025

Victory for PSA member

A member in the Northern Cape approached the PSA to refer a matter to the Public Service Coordinating Bargaining Council in terms section 24 of the *Labour Relations Act*, interpretation and application of Resolution 3/2009. The member registered a grievance on 20 July 2025 regarding the non-implementation of her grade progression that was based on all the requirements in Resolution 3/2009. According to the Resolution, the member should have been grade progressed as from 1 July 2024. Inexplicably, the employer did not do this and insinuated that it would conduct a job evaluation of her post before the member could be grade progressed.

The DCS failed to conduct the job-evaluation exercise in the management area. In March 2023, the member followed the grievance procedure on the matter. On 10 November 2025, the employer came to its senses and settled the matter. The member will be grade progressed as from 1 July 2024 to the date of payment. The interest rate will be applicable as per the *Prescribed Interest Rate Act*. Interest paid will be subject to the *duplum* rule, which means that interest may not exceed the capital amount due. It was also indicated that all those employees who were in a position for more than 15 years must be considered, using the same principles.

The PSA will continue to ensure that employees' rights are protected in the workplace. All public servants are encouraged to join the Union of Choice by contacting Racquelle Mabindisa on 063 686 7653 or Mhlanguli Madubela on 082 880 8982.

Reuben Maleka
GENERAL MANAGER