



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

18-12-2025

## Victory for PSA member

A PSA member employed by the DCS at St Albans Prison as a Correctional Officer was charged with the contravention of DBC Resolution 1/2006, Annexure A clause (i) Theft, bribery, fraud, corruption or any combination thereof, in that it was alleged that whilst she was a shop keeper at Medium A Remand Detention Facility Kiosk there was a loss of R7 818 under the member's responsibility in January 2024.

Following a disciplinary hearing, the employer handed down a sanction of dismissal. The member appealed against the sanction. The appeal Chairperson still found the member to have been guilty of the alleged misconduct but reduced the sanction to three months' suspension without pay. The member was indeed placed on suspension without pay from 1 January 2025 to 31 March 2025.

A dispute in terms of section 186(2)(b) for unfair suspension was referred to the GPSSBC. The matter was set for arbitration on 24 July 2025 and 26 September 2025. The PSA represented the member in the proceedings where the Commissioner found in favour of the PSA and declared that the sanction of three months' suspension without pay imposed on the member constituted an unfair labour practice. The employer was ordered to pay the member R96 331.77, being the member's salary for three months, by no later than 30 November 2025.

Reuben Maleka  
GENERAL MANAGER