



FOR PSA MEMBERS: **FREE STATE**

28-05-2025

Victory for PSA members: Free State

The PSA continues to demonstrate the Union's unwavering commitment to protecting the rights of members in the Free State. In recent victories, the PSA successfully represented members in two key unfair labour practice disputes before the General Public Service Sectoral Bargaining Council (GPSSBC), reinforcing the Union's role as a champion of workers' rights.

Unfair labour practice: Promotion – GPSSBC

Two PSA members applied for the post of Assistant Director: Conditions of Service (Level 9) at the Free State Department of Education. Both were shortlisted and interviewed on 7 March 2023, yet neither was appointed. The PSA intervened and declared a dispute at the GPSSBC, citing an unfair labour practice related to promotion, seeking both appointment and compensation for the members. The matter proceeded to arbitration on 2 December 2024. The Commissioner found that the employer had committed an unfair labour practice by failing to appoint the applicants prior to the implementation of *DPSA Circular No 49 of 2023*. As a result, the Commissioner awarded compensation to both applicants. The employer was ordered to pay each member their current monthly salary of R30 976.75 for a period not exceeding 12 months, amounting to a total estimated compensation of R366 225 (less statutory deductions). The payment must be made on or before 4 July 2025 directly into the members' personal bank accounts.

Unfair labour practice: Suspension – GPSSBC

A PSA member Statistics South Africa was found guilty of misconduct after a disciplinary hearing. The sanction imposed was a one-month suspension without pay and a final written warning. The PSA contested the sanction, arguing that it was excessively harsh and not justifiable. The GPSSBC Commissioner ruled that Statistics South Africa had committed an unfair labour practice as defined in section 186(2)(b) of the *LRA*. The employer was ordered to compensate the member an amount of R20 980, which will accrue interest in accordance with section 143(2) of the *LRA*.

These victories reaffirm the PSA's firm stance in defending the rights of public servants and ensuring fairness and justice in the workplace. The PSA urges members to report acts of unfairness, as every voice matters in the battle for dignity and equity in the public sector.

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GENERAL MANAGER