



FOR PSA MEMBERS: **GENERAL 8/2025**

19-06-2025

Update: Labour Court/arbitration hearings

Being dismissed from service for especially unfair reasons can be traumatic and, in some instances, life changing. Members may also experience anxiety and trepidation when involved in grievance hearings and other forms of disputes. Most often these disputes end up at the bargaining councils, the Commission for Conciliation, Mediation and Arbitration (CCMA) or the Labour Court. This causes further anxiety for members especially when awaiting a date for the case to be heard.

The PSA takes utmost precaution to ensure that all processes are followed meticulously and that members are updated on progress with their matters. It is, however, important to note the following: Once a matter has been referred to the relevant bargaining council/CCMA or Labour Court, these institutions will provide a date for the matter to be heard. Once a set-down notice (date of hearing) is provided by these institutions, the PSA informs the member accordingly. It is during this period that members often become anxious and constantly request updates on their matter.

The PSA has empathy for members, particularly when they have been dismissed, and understands the frustrations but can only provide an update once a date is provided. There is a misconception that the PSA can arrange a date for a matter to be heard. Unfortunately, this is not the case as the PSA has to rely on the mentioned institutions to provide a date. The PSA takes every precaution to update members about progress with their matters. Members can, however, also contact the relevant PSA Provincial Office for updates.

Role of shop stewards

Shop stewards play a vital role in that they serve as a link between PSA Officials and members by ensuring that members are updated on progress with their cases. Shop stewards are encouraged to assist by regularly contacting the relevant PSA Provincial Office for information on progress with members' matters.

Reuben Maleka
GENERAL MANAGER