



FOR PSA MEMBERS: **GAUTENG – JOHANNESBURG AREA**

09-09-2025

Timeframe of handling grievances and disputes

The PSA Provincial Office in Johannesburg has noted that members are referring cases to the PSA that are out of the prescribed timeframe. The PSA would like to sensitise members that in terms of Labour Laws there are prescribed timeframes to deal with submitting grievances and disputes.

The following must be considered before lodging a grievance or dispute:

- Grievances must be referred immediately within a period of 90 days from the date of becoming aware of the official act or omission.
- Cases relating to unfair discrimination must be referred within six months from the date of becoming aware of the official act or omission.

It must be noted that the cases that are instituted after prescribed timeframes must undergo scrutiny of the CCMA or Bargaining Council in terms of degree of lateness, reason for lateness, prospects of success, prejudice from yourself as an aggrieved employee, and prejudice on the part of the employer.

Members are urged to consult the PSA Provincial Office in Johannesburg for advice before lodging formal grievances with their employers or disputes with the CCMA or Bargaining Councils.

Reuben Maleka
GENERAL MANAGER