



FOR PSA MEMBERS: KWAZULU-NATAL (PIETERMARITZBURG AREA)

12-11-2025

Victory for PSA members

State Information Technology Agency (SITA)

The PSA successfully represented a member whose fixed-term contract was terminated by SITA after 19 years of loyal service with the Agency, as she was appointed in February 2006 on a fixed-term two-year renewable contract. On 25 February 2025, SITA informed her that the contract would be terminated on 31 March 2025 and would not be renewed and issued with a notice of termination. Since the member had served SITA for 19 years on renewable contracts, a legitimate expectation had been created that the employer could not do without her services. The PSA subsequently referred an unfair dismissal dispute related to non-renewal of contract with the CCMA. The case was scheduled for conciliation/arbitration on 3 July 2025, where the employer objected to the conciliation/arbitration, indicating that it was still exploring ways of settling the dispute with the applicant. After numerous follow-ups with the employer, which were in vain, the PSA subsequently filed a request for arbitration at the CCMA for the matter to be ventilated before a Commissioner. Through vigorous advocacy, consistency, and drive to find justice, whilst waiting for an arbitration set-down date from the CCMA, the member received an offer of permanent appointment with SITA. The member was extremely happy with this progressive outcome owing to the PSA unwavering commitment and consistent effort to find justice.

Department of Higher Education and Training: Pensioner

A PSA member effectively retired on 31 December 2023, after he completed and submitted all necessary retirement application forms, including gratuity leave as early as September 2023, and made follow-ups with the HR component. He was informed that everything was in progress before he went on retirement. The member exited the Public Service as of 31 December 2023 and received his GEPF retirement pension gratuity and annuity on time. However, but did not receive his leave gratuity, although he submitted his application three months in advance before he went on retirement. Noting that he was not getting any joy from the employer, the member reported the matter to PSA and asked for assistance. The PSA escalated the matter to Department of Higher Education and Training Head Office for intervention. Despite confirmation from Head Office that the matter was receiving urgent attention, the member's leave gratuity was not paid. The PSA declared a dispute of Unfair Labour Practice with General Public Service Sectoral Bargaining Council. A certificate of non-resolution was issued and a request for arbitration was submitted. Whilst waiting for the date of arbitration, the PSA received proof of payment from the employer that the member was paid. The member confirmed that he finally received his gratuity leave payment and

thanked the PSA for assisting him. He further thanked the PSA shop stewards who fought the battle with him for 21 months.

The PSA is committed to defending members' rights and promoting their interests in the workplace.

Employees who would like to join the PSA, can reach Zweli Msane on 082 880 8944 / Zweli.Msane@psa.co.za and Zinhle Manyoni on 063 400 1036 / Zinhle.Manyoni@psa.co.za.

Reuben Maleka
GENERAL MANAGER