



FOR PSA MEMBERS: **LIMPOPO DEPARTMENT OF TRANSPORT AND COMMUNITY SAFETY**

10-09-2025

PSA victory: Members to receive outstanding performance bonuses

The PSA proudly announces another major victory for members following arbitration proceedings against the Limpopo Department of Transport and Community Safety. The Commissioner has found that the Department committed an unfair labour practice by unfairly denying performance bonuses to PSA members for the 2020/21-financial year. As a result, the Department has been ordered to pay performance bonuses to 15 of the 16 applicants on or before 15 September 2025.

This outcome follows the PSA's referral of an unfair labour practice dispute in August 2022 after members were unfairly denied their bonuses despite having reached consensus with their supervisors on performance ratings. Instead of honoring these agreements, the Department's Moderating Committees unfairly reduced ratings and dismissed further motivation, even though members' performance had not deteriorated from previous years – all whilst continuing to deliver consistent service during the COVID-19 pandemic. The PSA's case was strengthened by obtaining and scrutinising each member's performance assessment and presenting individualised evidence to the Commissioner. This thorough approach stood in sharp contrast to the "blanket approach" taken in a similar case by another union, which was dismissed.

The PSA commends shop steward, Mapula Maphoto, whose perseverance and dedication were instrumental in ensuring justice for members. Her unwavering commitment during the referral and arbitration process is exemplary and deserves special recognition. This victory proves yet again that the PSA will not hesitate to defend the rights of members when unfair labour practices occur. The members are overjoyed by this outcome, which restores fairness and ensures recognition of their hard work. The PSA calls on the Department to implement the award without delay and honour its obligations by paying the outstanding bonuses as ordered.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the acting PSA Provincial Manager at phillip.maponya@psa.co.za. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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