



FOR PSA MEMBERS: **NORTHERN CAPE**

29-10-2025

Victory for PSA members: Overtime paid

Department of Health

A dispute arose following the employer's failure to compensate aggrieved officials for overtime work performed from September 2024 to February 2025 in contravention of section 10 of the *Basic Conditions of Employment Act (BCEA)* and the *Labour Relations Act (LRA)*. Despite repeated requests to work overtime owing to a persistent staff shortage, the employees were not remunerated for the additional hours worked. This led to a significant financial burden on the employees who felt that their efforts were not being recognised or valued.

The matter was referred to arbitration and the PSA, representing the affected employees, engaged in numerous meetings with the employer's representative. During these meetings, the PSA provided extensive evidence to substantiate the claim of unfair labor practice, as defined in section 186(a) of the *LRA*. The evidence demonstrated that the employer's actions were in contravention of the relevant labour laws and regulations, which require employers to compensate employees for overtime work performed. Furthermore, during the arbitration process, it emerged that 12 additional members were also affected by the employer's failure to compensate them for overtime work. The PSA ensured that these members were included in the dispute, and their claims were also addressed.

After protracted negotiations, the employer provided a submission and Persal printout reports, confirming that the matter had been addressed and that the affected members would receive their due compensation on or before 30 November 2025. The PSA welcomed this development, as it represented a significant step towards resolving the dispute and providing relief to affected employees. The PSA emphasizes the importance of fair labour practices and the need for employers to comply with relevant labour laws and regulations, including the *BCEA* and *LRA*.

Public servants can join the PSA by contacting Racquelle Mabindisa on 063 686 7653 or Mhlanguli Madubela on 082 880 8982.

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GENERAL MANAGER