



FOR PSA MEMBERS: **NORTHERN CAPE**

10-10-2025

Jobs saved at Sol Plaatje University

Sol Plaatje University (SPU) initiated a Section-189 process in terms of the *Labour Relations Act (LRA) 66 of 1995*, as amended. The process targeted extra-numerary staff following the outsourcing of catering services at the University. This move placed several employees at risk of retrenchment.

The PSA and other recognised unions objected to SPU's premature action of issuing termination letters before consultations with labour had taken place. The unions demanded that the University must follow due process and engage in meaningful discussions with all relevant stakeholders. Following labour's objection, SPU agreed to commence formal consultations as required by the *LRA*. The PSA participated actively in these discussions held on 8 October 2025, together with other recognised unions, to protect the rights and interests of affected employees.

PSA's position

During the consultation, SPU revealed that 71 employees were deemed excess and that only 64 positions could be retained. The PSA opposed this proposal and maintained a firm position that all 71 employees must be accommodated, even if it meant redeployment to other departments in the University.

Outcome

After extensive engagement, the PSA's position prevailed. SPU agreed to accommodate all 71 affected employees in alternative sections such as Cleaning, Waste, and Property Management. This ensured that no employee lost their job and that institutional stability was maintained. The PSA also ensured that no employee experienced a reduction in salary as a result of redeployment. All affected staff members retained their full remuneration and benefits, safeguarding their financial wellbeing.

The PSA's intervention resulted in the complete avoidance of job losses at SPU. This outcome reinforces the Union's commitment to defending members' jobs, promoting fair labour practices, and ensuring compliance with the *LRA*.

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