FOR PSA MEMBERS: **KWAZULU-NATAL - DURBAN AREA**

02-11-2026

Victory for PSA members in Durban

PSA secures R69 574.80 for SAPS member in promotion dispute

- The Public Service Association (PSA) is proud to announce a significant victory on behalf of one of its members, Mr Govender, following the successful conclusion of a long-running unfair labour practice dispute relating to promotion within the South African Police Service (SAPS). After years of pursuing justice, the PSA secured another Arbitration Award dated 21 August 2026 under case number PSSS 945-19/20, resulting in compensation of R69 574.80 after the Commissioner once again found in favour of the member. The Commissioner accepted evidence that Mr Govender met the inherent requirements for the advertised post and had been unfairly excluded from the shortlisting process. The employer failed to present evidence disproving the member's case, and the Commissioner found that the selection process was unfair and that the rejection of the member's application was irrational and capricious. The award reaffirmed an important labour principle that while employees do not have an automatic right to a promotion, they do have a right to a fair and transparent opportunity to compete for advertised positions. The Commissioner further criticised the employer's conduct and the delays that prolonged the finalisation of the dispute. As a result, SAPS was ordered to pay the member a compensation equivalent to three months' remuneration, amounting to R69 574.80, less statutory deductions.

  This victory demonstrates the PSA's unwavering commitment to protecting members against unfair labour practices and ensuring accountability in promotion and recruitment processes. The dispute originated in 2019 and required persistence, dedication and expert representation over several years. Despite numerous delays and challenges, the PSA remained steadfast in defending the rights of its members until justice was achieved. The PSA encourages all SAPS members to assert their rights and seek assistance whenever they are subjected to unfair treatment in the workplace. The PSA can and will continue to represent our men and women in blue at the SAPS.

PSA secures transfer approval for member in Durban - 27 October 2026

- The PSA is pleased to announce a successful outcome on behalf of a member, Ms M Ogle, following representations made to the employer regarding her transfer request. After careful consideration of the challenges experienced by the member, the employer approved a straight transfer to Dlangezwa Clinic with effect from 01 December 2026. This positive outcome brings the

matter to finality and reflects the value of persistent representation in safeguarding the interests and wellbeing of our members. The member has expressed her appreciation and satisfaction with the outcome, indicating that the approved transfer addresses her concerns and provides much-needed relief. The PSA wishes to extend its sincere appreciation to Ms Nolitha Mvazana, PSA Durban Member Affairs Coordinator (MAC), for her commitment, professionalism, and unwavering dedication in handling the matter. Her engagement with the employer and determination to pursue a fair resolution contributed significantly to the successful approval of the transfer.

PSA delivers major CCMA victory against SAPS in Durban

- The PSA has once again demonstrated its commitment to protecting members' rights by securing a significant Arbitration Award against the South African Police Service (SAPS) in a promotion dispute. In Case Number PSSS947-19/20, PSA member Mr Jayson Govender successfully challenged SAPS's unfair rejection of his application for promotion from Sergeant to Warrant Officer. Represented by PSA Labour Relations Officer Mr Ernest Mkhize, the member referred an unfair labour practice dispute after his application was rejected because he had allegedly failed to attach a matric certificate. During arbitration, the PSA successfully argued that in terms of SSSBC Agreement 3/2011, the member qualified for promotion based on his more than nine years of uninterrupted service as a Sergeant, well exceeding the prescribed requirements. The PSA further demonstrated that the promotion requirements did not oblige applicants to attach a matric certificate and that SAPS could have verified the information from its own personnel records. The Commissioner found that SAPS acted arbitrarily and unreasonably in disqualifying the member and ruled that the rejection of the application constituted an unfair labour practice.

  The Commissioner ordered SAPS to pay R20 000 compensation to Mr Govender for the unfair labour practice, with payment to be made within 14 days. This award is a testament to the PSA's unwavering commitment to ensuring fair labour practices and holding employers accountable when members are treated unfairly. The PSA congratulates Mr Jayson Govender on this well-deserved victory and commends Mr Ernest Mkhize for his dedicated and professional representation of the member.

Not a PSA member yet?

Complete the *attached* form and send it to Ernest Mkhize at Ernest.Mkhize@psa.co.za or Nolitha Mvazana Nolitha.Mvazana@psa.co.za

Reuben Maleka
GENERAL SECRETARY