



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

01-06-2026

Feedback: DCS Departmental Chamber meeting - Key developments affecting members: Have your say!

Review: Disciplinary Code and Procedure

Members were previously informed that the review of the Disciplinary Code and Procedure is currently underway. Parties have scheduled engagements from 7 to 10 July 2026 to deliberate on proposed amendments. The PSA requested the employer to provide the draft Disciplinary Code to enable circulation to members for input and comment. The employer has undertaken to provide the draft by 12 June 2026.

Task Team: Insignias

As previously reported, the employer established a task team to align departmental insignias with salary levels. Although consultations are ongoing, the employer has already commenced issuing insignias to certain categories of employees. The PSA demanded that implementation be suspended until consultations are concluded, however, the employer declined. The PSA consequently referred the matter to the Council for facilitation in terms of Clause 17 of the GPSSBC Governance Rules.

Staff shortages

The PSA again raised concerns regarding the ongoing shortage of staff in the Department and requested the employer to provide staffing ratios, as well as plans to address the shortages. Parties agreed to convene a multilateral meeting to further engage on this matter.

Danger allowance

The PSA highlighted concerns that certain employees working under hazardous conditions in correctional centres are not receiving the danger allowance provided for in PSCBC Resolution 4/2015. It was agreed that the PSA will submit a list of affected employees to the employer. Members who qualify for the danger allowance in terms of the Resolution are requested to submit their details to Prince Mthombeni at prince.mthombeni@psa.co.za on or before **5 June 2026** or contact him on 082 880 8947.

DCS Organisational Structure

The employer is currently reviewing the Department's microstructure and committed to tabling the revised structure at the Chamber once internal consultations have been finalised. Pending these consultations, the item has been temporarily removed from the agenda.

Request for updated COLA notches

The PSA requested the updated cost-of-living (COLA) adjustment notches for the 2025/26-financial year. The employer undertook to provide the information by 2 June 2026.

Shift pattern

Consultations regarding the proposed new shift system for the Department are ongoing. Further discussions will take place during the consultative meeting scheduled for 7 to 10 July 2026.

Addendum No 02 to *Financial Circular 2023/24: Cost Containment Measures (Signed on 2 April 2025)*

The PSA raised concerns that the financial circular may adversely affect employees' terms and conditions of employment and requested that it be withdrawn. It was agreed that the PSA will submit concerns in writing to enable the employer to consult with the relevant principals and consider withdrawing the circular.

Implementation: Pay progression

The PSA previously raised concerns regarding pay-progression shortfalls. A list of affected members was submitted to the employer. The employer committed to providing feedback by 2 June 2026.

Shortage of security equipment in correctional centres

As previously reported, concerns were raised regarding the shortage of critical security and communication equipment, including two-way radios and telephones in certain correctional centres. Parties agreed that this matter would be removed from the DBC agenda and addressed through the relevant occupational health and safety (OHS) structures, where organised labour is represented.

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Join the PSA today by visiting the PSA website or contacting the nearest PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER