



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

17-09-2026

CLARIFICATION: Alleged promotion policy in DCS

The PSA has received numerous enquiries from members regarding a document currently being circulated and purported to be a promotion policy of the Department of Correctional Services (DCS). The PSA wishes to clarify the status of this document and provide members with the facts as currently known.

The document in question was initially tabled by one of the unions participating in the Departmental Bargaining Chamber (DBC) as a proposal to the employer (DCS). This forms part of the normal collective bargaining process, where organised labour may table proposals for discussion and consideration by the employer. Should the employer decide to consider such a proposal, it would be required to formally table the matter at the DBC for discussion and engagement by all parties. To date, the alleged promotion policy has not been tabled at the DBC for discussion, consultation, or adoption.

The PSA has, however, taken note of statements made by certain senior managers on various platforms, indicating that a promotion policy exists in the DCS. The PSA places on record that the DBC, which serves as the recognised forum where departmental policies affecting employees are discussed and adopted, is not aware of any such policy having been formally tabled or adopted. As matters currently stand, if such a policy exists, the PSA is unaware of it having followed the required procedural process for adoption through the DBC. Given the uncertainty and confusion created by the circulation of the document and the differing messages being communicated to employees, the PSA has requested an engagement with the Minister of Correctional Services to seek clarity on this matter and other related concerns affecting members.

The PSA is committed to protecting the interests of members and ensuring that proper labour relations processes are followed. Members are advised to exercise caution regarding unverified information. The PSA will keep members informed of developments and progress arising from engagements with the DCS and the Minister.

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Reuben Maleka

GENERAL SECRETARY