



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

21-07-2026

DCS unilaterally implements rank insignias

The PSA wishes to inform members that the Department of Correctional Services (DCS) has commenced the implementation and rollout of rank insignias in terms of the circular issued by the National Commissioner on 13 July 2026.

The PSA noted with concern that the DCS has proceeded with implementation despite the matter still being the subject of discussions in the Departmental Bargaining Chamber (DBC). To date, the DCS has not provided organised labour with a comprehensive document that would enable meaningful consultation with members and facilitate the obtaining of informed mandates. The PSA is of the view that the implementation of rank insignias before the conclusion of the collective bargaining process is premature and inconsistent with the principles of good-faith collective bargaining. On 29 May 2026, the PSA invoked clause 17 of the Governance Rules of the DBC and formally declared a dispute after the DCS had commenced issuing the new rank insignias to senior managers.

The dispute has been scheduled for facilitation on 29 July 2026 under the auspices of the General Secretary of the GPSSBC. The PSA has requested that the implementation of the rank insignias be suspended pending the finalisation of the bargaining process and the outcome of the dispute. This will ensure that the matter is dealt with through the agreed collective bargaining structures and that members are afforded a proper opportunity to consider the proposals and provide mandates. Members are assured that the PSA will continue to pursue the matter through the appropriate bargaining and dispute resolution processes and will provide further updates following the facilitation proceedings.

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GENERAL MANAGER