



FOR PSA MEMBERS: **DEPARTMENT OF HUMAN SETTLEMENTS (DHS)**

05-08-2026

Victory for PSA Security Official members at DHS

The PSA referred a dispute of Unfair Labour Practice (ULP) for the Security Official members regarding unpaid overtime over a period of months to the General Public Service Sectoral Bargaining Chamber (GPSSBC), where relief was sought for the DHS to compensate the Officials for the hours worked over and above the required hours.

Upon the referral, the DHS decided to raise a point *in limine* where it alleged that the GPSSBC had no jurisdiction to hear the matter. At the time of referral by the DHS, the Council had already set down the matter for arbitration where the process was put in abeyance for the Commissioner to decide on whether the GPSSBC had jurisdiction or not. After consideration of the submission presented by both parties, the Commissioner found that that the GPSSBC had jurisdiction to arbitrate and hear the matter. This decision represents another significant success for the PSA in safeguarding the rights and interests of the Union's members. It reinforces the fundamental principles of fairness, accountability and due process that underpin South African labour law. The Council will once again set the matter down for arbitration.

The outcome also highlights the value of union representation and demonstrates the PSA's commitment to ensuring that members receive effective legal representation throughout labour relations, application, and other labour-related proceedings. The PSA is steadfast in the Union's commitment to protect the rights of public servants and will continue to pursue justice, uphold fair labour practices, and defend members against unfair treatment in the workplace.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER