



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

13-10-2026

Victory for PSA members

PSA Offices in Eastern Cape (Gqeberha and Bisho) recorded several successful cases on behalf of members at DCS

- A member had challenges with his appointment date, which he tried unsuccessfully to rectify with the DCS, and which also had a negative impact on his 30 years' service. He was advised to lodge a formal grievance with regard to rectification of his appointment date and 30 years' service bonus. After the matter was taken up with the DCS, his appointment date was rectified, and his service bonus was paid out to him.
- A member was charged in a disciplinary hearing with three counts - Two of the allegations related to being in possession of alcohol and one for being in possession of cigarettes. He was represented by a PSA full-time shop steward in the disciplinary hearing. Allegations for being in possession of alcohol were successfully challenged and were dropped. The member was found guilty on one allegation of being in possession of cigarettes. He escaped dismissal and was given a sanction of two months' suspension without pay and final written warning. The member was satisfied and opted not to appeal the sanction.
- A member had challenges with his Temporary Incapacity Leave (TIL) application being partly unreasonably declined. The member lodged a formal grievance, which was not successful. The matter was referred to the GPSSBC and a date for conciliation was received. The member informed the PSA, prior to the conciliation date, that the TIL was approved. The matter was withdrawn from the Council.
- A disciplinary hearing was instituted against a PSA member. He was charged for breaching of security measures. During the disciplinary hearing he was represented by a PSA full-time office bearer (FTOB) who requested the acquittal of the member based on the fact that the DCS failed to prove the allegation against him. The member was subsequently acquitted on all charges.
- A member was charged for two separate disciplinary hearings. In the first hearing, the member was charged for alleged misconduct in that he was accused of assault and attempted or threatened to assault another person or employee whilst on duty. All the charges were dismissed on the basis of insufficient evidence by the DCS. In the second hearing, the member was charged for dereliction of duties in that he allegedly left an inmate unguarded at a hospital and also breaching security measures. He was represented by a PSA FTOB and was acquitted owing to the DCS failing to follow proper procedures in terms of time frames.

Reuben Maleka

GENERAL SECRETARY