



FOR PSA MEMBERS: **FREE STATE**

09-10-2026

Victory for PSA member

Department of Education

The PSA successfully represented a member in an unfair labour practice dispute before the GPSSBC after the member was unfairly excluded from the shortlisting process for a promotional post despite meeting the minimum requirements. The member had acted in the position for several years and possessed the required qualifications and relevant experience. During arbitration, the employer's own witness conceded that the member met the requirements of the advertised post.

The arbitrator found that the employer acted unfairly by excluding the member from the shortlisting process, thereby denying him a fair opportunity to compete for promotion. The GPSSBC ordered the employer to compensate the member with six months' salary, amounting to R150 070.68, less statutory deductions. This award reaffirms that recruitment and promotion processes in the public service must be fair, transparent, and based on objective criteria. The PSA is committed to protecting members' rights and ensuring that employers are held accountable for unfair labour practices.

Join the PSA today!

To enjoy the benefits of professional representation, expert labour-relations support, and workplace protection, contact the PSA Organising/Marketing Officers:

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GENERAL SECRETARY