



FOR PSA MEMBERS: **FREE STATE**

28-08-2026

PSA protects members' rights

PSA v Van Der Kloof Dam

Four members were dismissed, and the matter was referred to the Commission for Conciliation, Mediation, and Arbitration for unfair dismissal. Conciliation was held, during which the employer agreed to a monetary settlement. A settlement agreement was concluded, with the employer undertaking to pay the agreed settlement amount. The matter was therefore successfully resolved in favour of the members.

Summary of Settlement Agreement

- The agreement is a **monetary settlement** - options for **reinstatement** and **re-employment**
- The respondent agrees to make a **payment to the applicants** as settlement of the matter.
- The breakdown of the amounts payable is **R129 436.44**, **R103 539.31**, and **R103 918.71** - TOTAL R336 894.46.
- The payment is to be made **no later than 31 August 2026**.
- The settlement amount is stated to be **inclusive of statutory payments** that may be due.
- The agreement further provides that if the respondent fails to make the agreed payment, **the full outstanding amount becomes payable**, and the applicant may take the appropriate steps to enforce the agreement.
- The document is signed/endorsed by the relevant parties, indicating their acceptance of the settlement.

Reuben Maleka
GENERAL SECRETARY