FOR PSA MEMBERS: **GENERAL 26/2026**

06-11-2026

Concerns regarding unauthorised membership deductions

The PSA has received reports from members in various departments and public-sector entities concerning alleged unauthorised trade union membership deductions reflected in their salary payslips. In some instances, employees have reported deductions for trade union membership that they did not apply for or authorise. There have also been reports of existing PSA membership deductions being discontinued without members having requested or consented to such cancellations. While some of the reported cases involve competing mickey mouse unions membership deductions, the PSA has established that the concerns may extend beyond a particular department or public-sector entity. The PSA is therefore engaging with the relevant employers to establish the circumstances surrounding these deductions and the discontinuation of existing union membership deductions.

The PSA wishes to emphasise that trade union membership and the authorisation or cancellation of membership deductions must be handled in accordance with the applicable legislative and procedural requirements, including Section 13 of the *Labour Relations Act*. Members who have been affected are urged to take the following steps:

1. Check their salary payslips and identify any unfamiliar or unauthorised trade union membership deductions, as well as any discontinuation of their PSA membership deductions.
2. Prepare a written statement setting out the circumstances of the matter, including whether they ever applied for, consented to, or authorised membership of another trade union, and whether they requested the cancellation of their PSA membership.
3. Submit a formal written grievance to their respective Human Resources or Labour Relations office, requesting an investigation into the deductions and, where applicable, the correction of their union membership deductions. (A copy that must be *attached* to the grievance is *attached* for ease of reference and a uniform approach in handling the matter).
4. Obtain acknowledgement of receipt of the grievance from the employer.
5. Forward a copy of the acknowledged grievance, together with relevant supporting documentation, to the nearest PSA Provincial Office for record-keeping, monitoring, and further intervention.

Members are encouraged to retain copies of their payslips, relevant correspondence and all documentation submitted to their employers. The PSA is taking these reports seriously and will engage the relevant employers to ensure that the concerns raised are properly investigated and that any

irregularities established are addressed. Where evidence of unauthorised membership changes or deductions emerges, the PSA reserves the right to pursue appropriate action against the parties responsible. Members are requested to cooperate by submitting their grievances and supporting documentation to their nearest PSA Provincial Office. This will assist the PSA in establishing the extent of the reported concerns and coordinating appropriate interventions across departments and public-sector entities.

The PSA remains committed to protecting its members' rights and ensuring that trade union membership and related deductions are managed lawfully and in accordance with the wishes of employees.

For assistance, members may contact their nearest PSA Provincial Office.

Reuben Maleka
GENERAL SECRETARY