



FOR PSA MEMBERS: **GAUTENG (JOHANNESBURG AREA)**

08-07-2026

PSA Johannesburg Provincial Office advisory to employees without unions

The PSA Johannesburg Office wishes to caution employees about the risks of not being affiliated with a recognised trade union. This follows an incident where a number of employees approached the PSA requesting legal representation after experiencing a workplace dispute, despite not being PSA members. Unfortunately, trade unions are generally mandated to represent and provide legal assistance to their members, and assistance to non-members may be limited or unavailable. Employees should also be aware that in many public service and agency workplaces, an agency fee is deducted from the salaries of qualifying employees who choose not to join a recognised trade union. This means that remaining unaffiliated does not necessarily result in any financial saving, as the agency fee may still be payable while the employee does not enjoy the full benefits of union membership.

By joining the PSA, members gain access to a range of benefits, including:

- Representation in disciplinary hearings, grievances, and dispute resolution.
- Collective bargaining on salaries and conditions of service.
- Workplace advice and legal support.
- Protection of labour rights and access to trained union representatives.
- Ongoing communication and support on employment-related matters.
- Savings when buying products and accessing services from a range of service providers across South Africa.

Employees are encouraged not to wait until they face disciplinary action or a workplace dispute before seeking the protection of a trade union. Being a member of the PSA ensures that you have support and representation when you need it most. For more information on joining the PSA, please contact your workplace PSA shop steward or the following PSA Organisers: Sibusiso Ndzala on cell [082 880 8964](tel:0828808964) or email sibusiso.ndzala@psa.co.za or Mandy Modise on cell [082 880 8952](tel:0828808952) or email Mandy.Modise@psa.co.za and Poni Rakgalakane on cell [082 880 8935](tel:0828808935) or email Poni.Rakgalakane@psa.co.za

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