FOR PSA MEMBERS: **GAUTENG - JOHANNESBURG AREA**

18-11-2026

Victory for PSA member

Department of Correctional Services (DCS)

A PSA member employed by the DCS was placed in the post of Divisional Head Security (Centre Coordinator) in March 2022 and placed at salary level 8 (CB4 as per OSD classification). Upon becoming aware of the provisions of GPSSBC Resolution 2/2009, a collective agreement regulating the OSD for Correctional Officials, which stipulates that the post she is occupying is graded at salary level 9 (CB5), she approached the PSA for assistance.

The PSA, through one of the Union's Labour Relations Officers, assisted the member to declare an unfair labour practice dispute after a grievance process did not yield positive results. The matter was heard by the Commissioner of the GPSSBC who ruled in favour of the PSA and confirmed that the DCS committed an unfair labour practice relating to benefits by failing to grade the member in line with the provisions of the OSD for Correctional Services (Resolution 2/2009), whilst others occupying the same position as her were remunerated at CB5. As a result of this ruling, the DCS was ordered to upgrade the member's salary retrospectively from CB4 to CB5 and to pay backpay to the value of R167 733, which is the difference in payment for the period she was remunerated at CB4 level.

Key principle: An employer cannot simply grade an employee at a salary level lower than provided for in a policy or a collective agreement signed by the employer and employees.

The PSA is committed to protecting the Union's members, defending their rights, and pursuing justice where members face unfair treatment in the workplace.

Reuben Maleka
GENERAL SECRETARY