FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS) - GAUTENG**

12-11-2026

Victory for PSA members: DCS Johannesburg area

- A member employed by the DCS was promoted to the post of Chairperson Case Management Committee in April 2020 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 that stipulates that the post she was occupying was graded at salary level 9 (CB5), she approached the PSA for assistance. A PSA Labour Relations Officer assisted the member to declare an unfair labour practice dispute after the grievance process did not yield positive results. The matter was heard by the Commissioner of the GPSSBC who ruled in favour of 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. As a result of the ruling, the DCS was ordered to upgrade the member's salary retrospectively from CB4 to CB5 and to pay her the backpay to the value of R547 064.50, which is the difference in payment for the period she was remunerated at CB4 level. The DCS complied with the award, which was fully implemented.
- Another member at the DCS was appointed at CB4 in the post of Centre Coordinator Staff Support in May 2012 until he was promoted to CB5 for the same post in another province in April 2016. The member got a transfer back to Gauteng where he discovered that his successor was appointed at CB5 in August 2016, in the same post he occupied before leaving in April 2016. Aggrieved with this, he lodged an internal grievance with the DCS, which did not yield positive results. After an unsuccessful grievance process, the member approached PSA for assistance. An unfair labour practice dispute relating to benefits was declared on behalf of the member by the PSA. The PSA was successful as the Commissioner ruled in favour of the member and ordered the DCS to pay the member R526 113.50, which is the difference in salary between May 2012 and April 2016 where he was remunerated at CB4 instead of CB5.

Key principle: An employer cannot simply grade the 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 members, defending their rights, and pursuing justice where members face unfair treatment in the workplace.

Reuben Maleka
GENERAL SECRETARY