



FOR PSA MEMBERS: **INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)**

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27-05-2026

## Certification of arbitration award – PSA *obo* Q Kole and nine others v IPID (*GPBC 2195/2024*)

Members were previously informed of the background and the development on this matter. Copies of previous *Informus* are available at PSA Provincial Offices or the PSA website.

The PSA wishes to inform members of an important development regarding the arbitration award issued in this matter. The arbitration award issued on 27 March 2026 has now been certified in terms of section 143 of the *Labour Relations Act*. The legal meaning of certification is as follows:

- A certified arbitration award has the same force and effect as an order of the Labour Court.
- It is legally binding and enforceable.
- This means the employer is obliged by law to comply with the award without further delay.

The employer had a period of six weeks to take the award on review to the Labour Court. The six-week period has elapsed, and no review application was served on PSA. This indicates that there is no legal challenge pending against the award, and it must therefore be implemented. The PSA has formally written to the acting Executive Director of the IPID, requesting written confirmation within five days on whether the award will be implemented. This step is to provide the employer with a final opportunity to comply voluntarily. Should the employer fail to confirm implementation within the stipulated five days, the PSA will proceed with legal enforcement of the certified award. This includes executing the award through the Sheriff of the Court, and attachment of the employer's property to satisfy compliance with the award.

Members are assured that the PSA is taking all necessary legal steps to ensure that the award is implemented in full. The certification of the award places the PSA in a strong legal position to enforce compliance.

Members will be informed of developments.

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Reuben Maleka  
GENERAL MANAGER