



FOR PSA MEMBERS: **KWAZULU-NATAL - DURBAN AREA**

03-08-2026

Important notice: Timeframes for handling grievances and disputes

The PSA Durban Provincial Office has noted that members are referring cases to the PSA after the prescribed timeframes have expired. Members are therefore reminded that labour laws prescribe specific timeframes within which grievances and disputes must be lodged.

Before lodging a grievance or dispute, please take note of the following:

1. Grievances must be referred to within 90 days of the date on which the employee became aware of the official act or omission.
2. Disputes relating to unfair labour practices, as well as the interpretation and application of collective agreements, must be referred to within 90 days of the date on which the employee became aware of the official act or omission.
3. Unfair discrimination disputes must be referred to within six months of the date on which the employee became aware of the official act or omission.

Cases referred to after the prescribed timeframes may require condonation from the Commission for Conciliation, Mediation, and Arbitration (CCMA) or relevant Bargaining Council. In considering condonation, the forum will assess the degree of lateness, the reason for the delay, prospects of success, and any prejudice to both the aggrieved employee and the employer.

Members are urged to consult the PSA Provincial Office in Durban for advice before formally lodging grievances with their employers or disputes with the CCMA or Bargaining Councils.

Employees who are not members of the PSA can visit the PSA's website or complete the *attached* application form and send to nobuhle.ngongoma@psa.co.za.

Reuben Maleka
GENERAL MANAGER