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

09-11-2026

Victory of PSA member: PSA secures grade progression victory for member in arbitration

The PSA has secured a favourable arbitration award on behalf of a member, following a dispute concerning the Department's failure to comply with PSCBC Resolution 3/2009. In arbitration proceedings, the Commissioner found that the respondent had failed to comply with the provisions of PSCBC Resolution 3/2009 and ordered the Department to grade progress the member from salary level 4 to salary level 5, with retrospective effect from 1 November 2019.

The Commissioner further directed that the retrospective adjustment must include applicable cost-of-living adjustments as well as pay progression. The Department has been ordered to implement the award and effect payment on or before **10 December 2026**.

This outcome represents an important victory for the PSA and reinforces the importance of holding employers accountable for compliance with collective agreements and the rights and benefits of public servants.

The PSA is committed to protecting members' employment rights and ensuring that collective agreements are honored and implemented.

Employees who would like to join the PSA can reach Organising/Marketing Officers Zweli Msane on 082 880 8944 / *Zweli.Msane@psa.co.za* and Nkosephayo Zulu on 082 880 8994 / *Nkosephayo.Zulu@psa.co.za*.

Reuben Maleka
GENERAL SECRETARY