



FOR PSA MEMBERS: **NORTHERN CAPE**

02-06-2026

Victory for PSA member

The PSA is pleased to report a favourable outcome in an arbitration matter concerning the incorrect implementation of grade progression by the Department of Health. The member, employed as an ILS Official in the Department of Health since 2 January 2015, referred a dispute after the employer incorrectly implemented his grade progression. Although the member was eventually grade progressed on 24 February 2025, the progression was affected without the correct retrospective date. The matter proceeded to arbitration on 29 May 2026 before the Commissioner. During arbitration proceedings, parties engaged in settlement discussions facilitated by the Commissioner. Having considered the merits of the dispute and submissions made on behalf of parties, a mutually acceptable settlement agreement was concluded. In terms of the settlement agreement, the Department of Health acknowledged its liability arising from the incorrect implementation of the member's grade progression and undertook to compensate the member accordingly.

The successful resolution of this dispute demonstrates the importance of enforcing members' rights through collective representation and statutory dispute-resolution processes. It further underscores the PSA's continued commitment to safeguarding members against unfair labour practices and ensuring that employers comply with applicable prescripts, collective agreements, and employment policies.

The PSA is committed to advancing and protecting the employment rights and interests of members. The Union encourages members to seek assistance whenever irregularities concerning remuneration, grade progression, benefits, or conditions of service are identified.

All public servants are encouraged to join the PSA by contacting Mhlanguli Madubela on 082 880 8982.

Reuben Maleka
GENERAL MANAGER