



FOR PSA MEMBERS: **NORTHERN CAPE**

11-09-2026

Victory for PSA member

A PSA member at the Independent Police Investigative Directorate (IPID) approached the PSA regarding an alleged unfair labour practice related to promotion. The member applied for two Deputy Director posts advertised in June 2023. The member met the inherent requirements of both posts. Despite being the recommended candidate for the Kimberley post, the Department did not appoint the member.

The PSA referred an unfair labour practice dispute concerning promotion under section 186(2)(a) of the *Labour Relations Act*, as amended. The arbitration outcome was that the Commissioner found that the IPID had committed an unfair labour practice against the member. The IPID was ordered to pay the member compensation totalling R563 238 by 30 September 2026.

This ruling provides corrective justice for the unfair treatment experienced by the member. The PSA is committed to applying legal principles to promote fairness in the workplace.

Join the PSA

Employees who wish to join the PSA can visit the PSA website or contact the Provincial Office in Kimberley for assistance.

Reuben Maleka
GENERAL SECRETARY