



FOR PSA MEMBERS: **NORTH WEST**

---

03-07-2026

## PSA successfully assists members

The PSA was approached by 42 members at the North West Department of Health whose fixed-term contracts had been renewed continuously over a period of four years. Despite the consistent renewals, the members were informed this year that their contracts would not be renewed. On behalf of the affected members, the PSA referred an unfair dismissal dispute to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC). The referral was based on the legal principles established in *Biggs v Rand Water (2003) 24 ILJ 1957 (LC)*.

In that matter, the Labour Court held that section 186 of the *Labour Relations Act* seeks to prevent employers from repeatedly renewing fixed-term contracts merely to avoid the obligations associated with permanent employment. The Court recognised that successive renewals may create a reasonable expectation that employment will continue. Following the conciliation process, the employer agreed to extend the members' contracts, enabling all 42 members to return to work. The PSA welcomes this outcome and will continue to monitor the matter closely whilst engaging the employer to secure the permanent absorption of the affected members where appropriate.

For new membership please contact Nozi Monaisa on 082 880 8992 or Isiah Ranagata on 083 340 8981.

Reuben Maleka  
GENERAL MANAGER