



FOR PSA MEMBERS: **NORTH WEST**

05-08-2026

Victory for PSA members

The PSA continues to achieve positive results for members through effective representation before the General Public Service Sectoral Bargaining Council (GPSSBC) and the Commission for Conciliation, Mediation, and Arbitration (CCMA).

North West Parks and Tourism Board: 4.7%-salary increase

The PSA successfully represented managers at the CCMA, who had been excluded from the implementation of a 4.7%-salary increase that had been granted to other employees in April 2025. The PSA argued that the exclusion was inconsistent with the Board's resolution and the long-standing practice of implementing salary increases across the Organisation, including management. Following the referral of an unfair labour practice dispute, parties concluded a settlement agreement in terms of which all affected managers would receive the 4.7% increase retrospectively. Payment of the outstanding salary commenced in May 2026, with the final instalment due in August 2026.

Taletso TVET College: Fixed-term contract dispute

The PSA represented three members in a dispute referred to the GPSSBC in terms of section 186(1)(b) of the *Labour Relations Act* after their fixed-term contracts were not renewed. During arbitration proceedings, parties reached a settlement in terms of which the members were re-employed on 12-month fixed-term contracts. The settlement restored the members to employment and brought the dispute to a satisfactory conclusion without the need for a final arbitration award.

Golden Leopards Resort: Unfair dismissal

The PSA successfully represented a member who had been dismissed for alleged misconduct. During arbitration proceedings at the CCMA, parties negotiated a settlement after the member indicated that he no longer wished to return to work. In terms of the settlement agreement, the employer agreed to compensate the member with an amount equal to eight months' remuneration, payable over three monthly instalments commencing in July 2026, bringing the matter to a fair and amicable conclusion.

These successful settlements demonstrate the PSA's commitment to protecting members' rights, securing fair outcomes through dispute resolution, and ensuring that members receive professional representation at every stage of the dispute-resolution process.

For membership enquiries or to join the PSA, contact Nozi Monaisa on 082 880 8992 / nozi.monaisa@psa.co.za and Peleti Rangata on 083 340 8981 / peleti.rangata@psa.co.za.

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