



FOR PSA MEMBERS: **NORTH WEST**

07-09-2026

Victory for PSA member: Department of Correctional Services

The PSA secured a significant victory for a member at Department of Correctional Service following a successful arbitration in an unfair dismissal dispute. The member was dismissed after a disciplinary hearing relating to misconduct. Following an unsuccessful internal appeal, the PSA referred the matter to the General Public Service Sectoral Bargaining Council (GPSSBC) for an unfair dismissal. The matter proceeded to arbitration, where the procedure and substantive fairness of the dismissal were placed in dispute.

After considering the evidence presented by both parties, the arbitrator found that the employer had failed to provide sufficient tangible evidence to support its case. The employer's evidence was found to contain contradictions and inconsistencies, with important evidence lacking. The arbitrator consequently found that the dismissal was procedurally and substantively unfair. The arbitrator ordered the employer to reinstate the member to the position held prior to the dismissal and pay 12 months back pay amounting to R877 137, subject to statutory deductions and make payment by 31 August 2026. The member was further required to tender service by 1 September 2026.

Following the arbitration proceedings, the PSA successfully defended the member's case, resulting in a favourable outcome for the member. The PSA is steadfast in the Union's commitment to protecting the rights of public servants and will continue to pursue justice, uphold fair labour practices, and defend members against unfair treatment in the workplace.

For new membership, contact Nozi Monaisa - 082 880 8992 / nozi.monaisa@psa.co.za or Isiah Rangata 083 340 8981 / isiah.rangata@psa.co.za.

Reuben Maleka
GENERAL SECRETARY