



FOR PSA MEMBERS: **STATISTICS SOUTH AFRICA (STATS SA)**

30-01-2026

## Justice prevails as Arbitration Award is issued in favour of PSA

### **GPSSBC dispute: Interpretation and application of organisational rights**

It was previously reported that the PSA declared a dispute on interpretation and application of GPSSBC Resolution 3/2014 (Organisational Rights Agreement), which regulated the number of shop stewards a trade union qualifies for. A conciliation meeting was held on 4 September 2024. Parties could not reach settlement, and the matter was set for arbitration on 14 March 2025, 6 May 2025, 12 August 2025, and subsequently on 13 November 2025.

The PSA presented a compelling case in support of the notion that each office, which included head office, provincial offices, and district offices constituted a workplace. The PSA maintained that a "workplace" constituted any and all locations where employees work. The employer maintained that Stats SA is a national department, which served as one workplace. It argued that according to its interpretation of the Resolution, head office, nine provincial offices, 63 district offices reported under one Accounting Officer and were not independent from each other. It strongly believed that the PSA, which had 1 166 members, only qualified for 13 shop stewards instead of 71 shop stewards.

The Commissioner analysed and assessed the evidence presented by both parties and concluded that the interpretation and the argument presented by the PSA (applicant) was, on balance of probability, more probable, sensible, and rational than the argument presented by the employer (respondent). The Commissioner therefore ruled that head office, provincial offices, and district offices operated independently and constituted workplaces on their own.

The victory affirms the PSA's longstanding position that the rights of workers to fair representation, freedom of association, and meaningful participation through their chosen trade union must be respected and upheld without obstruction. The award (*attached* for ease reference) reinforces the principles enshrined in labour legislation and confirms that no employer is above the law when it comes to recognition and respecting organisational rights. The PSA will now going forward be able to elect shop steward to represent members with grievances, misconduct, and dispute cases in all Stats SA offices.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER