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SERVICE EXCELLENCE

FOR PSA MEMBERS: **AUDITOR GENERAL SOUTH AFRICA (AGSA)**

10-08-2023

Join the PSA now!

Freedom of Association

Section 23 of the *Constitution of the Republic of South Africa* protects employees' right to form and join a trade union and participate in its activities and programs. The protection is further expressed in sections 4 and 5 of the *Labour Relations Act, 66 of 1995 (LRA)*, which also prohibits anyone from discriminating against employees who exercise their freedom of association. Any employee regardless of their position or rank may join a trade union and benefit from the protection it provides in ensuring that fair labour practices are observed in the workplace. The more employees associate to the same union the stronger that union becomes and will be effective in promoting its members' interests and protecting their rights. The union which represents the majority of employees in the workplace will be able to obtain all organisational rights contained in the *LRA* and will negotiate salaries and benefits for its members. Employers are not allowed to intimidate employees or threaten them when they join a trade union as this will be a breach of section 5 of the *LRA*. Acts of intimidation and threats should be reported to the union immediately.

Why is PSA the Union of Choice

The Public Servants Association of South Africa (PSA) is the largest non-politically affiliated trade union that represents members of the public service and state entities. It has a proud history of more than a decade and is guided by the values of loyalty, transparency, respect, ethical conduct, consistency, and service excellence. It has a good reputation across the country and is known for its professionalism and customer service. The PSA has twelve provincial offices with its head office based at Arcadia in Tshwane. Each provincial office has competent employees who provide various services within the province where they are based. PSA members are the main drivers and decision makers of the union through structures that are set up at provincial and national levels to ensure that the union officials are always informed and fully mandated by the members whenever they engage with employers. Shop stewards are elected in every workplace where organisational rights are obtained, and the PSA provides them with training and support to ensure that they are well-equipped as foot soldiers in the workplace.

How to join the PSA

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), complete the attached membership application form, and email it to molefe.mosaka@psa.co.za, or contact him at 082 880 8927.

GENERAL MANAGER