



**PSA**  
The Union Of Choice

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PSA SHOP STEWARD NEWSLETTER

## PSA empowers ELRC shop stewards

**I**n the PSA's continued commitment to strengthen worker representation and improve service delivery in the public education sector, the PSA hosted capacity-building workshops for the Union's Education Labour Relations Council (ELRC) branch shop stewards across all nine provinces of South Africa from March to April 2025.

The workshops, facilitated by the PSA's Learning and Development Specialist, Mphutlane wa Bofelo, aimed to enhance the knowledge and skills of shop stewards on various key labour-related topics. These included:

- Unfair dismissals
- Unfair labour practices and unfair discrimination
- Grievance and disciplinary procedures in the public service
- Grievance procedures specific to educators

- Policy and Procedure on Incapacity Leave and Ill-Health Retirement (PILIR)
- Departmental policy on temporary incapacity leave and permanent disability
- Disciplinary hearings

Participants expressed appreciation for the comprehensive resource book provided during the sessions, which compiled all relevant policies, procedures, and collective agreements under the ELRC framework. This material will serve as a vital tool in their day-to-day representation duties.

The initiative reflects the PSA's strategic goal to build internal capacity in the Union's ELRC structures to improve representation, strengthen advocacy, and enhance member recruitment and retention. These workshops empowered shop stewards with critical knowledge and reinforced the PSA's presence and impact across South Africa's education labour sector.

