

Victory for PSA members in North West

Department of Social Development

Two members were appointed as Social Worker on Grade 3. They were due for migration from Social Worker Supervisor Grade 1 to Social Worker Supervisor Grade 2 in terms of the OSD. A grievance was lodged but the employer failed to address the issue. The members approached the PSA for assistance and a dispute was declared. At arbitration, the employer settled the matter by agreeing to migrate the members from Social Worker Grade 3 to Social Worker Supervisor Grade 1 and to Social Worker Supervisor Grade 2.

Department of Water and Sanitation

A member was wrongly appointed as Principal Artisan instead of Artisan Foreman. He engaged the employer on several occasions, but the employer failed to address the matter. He then approached the PSA, and a dispute was declared. During the second sitting of arbitration the employer submitted proof that the member's appointment was corrected to that of Artisan Foreman.

Department of Home Affairs

A member was charged with misconduct in that he received payment from a member of the public in respect of a birth certificate for her grandchild, whereas it was supposed to be issued free of charge. The member pleaded guilty to the charge and the PSA submitted mitigating circumstances. Usually, in such cases of corruption, the Department is known to be consistent with dismissals. The member showed remorse and does not have the chance for future employment, taking his personal circumstances into consideration. He was issued with a sanction of final written warning and three months' suspension without pay.

Department of Employment and Labour

After a member applied for a position and was not shortlisted, he lodged a grievance and was told that the panel found that his junior qualification was not relevant. As the grievance remained unresolved, an unfair labour practice dispute relating to promotion was referred. The Commissioner ruled in the member's favour and instructed the employer to set aside the appointment of the incumbent and start the recruitment process from the beginning.

Department of Human Settlements

A member applied for a position and was shortlisted and recommended. However, the employer appointed the second-best candidate as the member was accused of acting dishonestly when completing the Z83-application form. The member lodged a grievance, which remained unresolved. The PSA referred an unfair labour practice dispute relating to promotion. The Commissioner ruled in favour of the member and ordered retrospective promotion and compensation.

Premier's Office

A member upon retirement was not paid capped leave because the employer unilaterally changed her mode of exit to resignation. The matter was referred to the relevant Bargaining Council and it was found that the employer's decision was unfair. The employer was ordered to pay the capped days to the member.

SASSA

A member who is a senior official was charged with three counts, including endangering the life of a person and putting the Agency's name into disrepute. The member was represented and found guilty on a lesser charge and given final written warning.

Reuben Maleka
GENERAL MANAGER