

Victory for PSA members in North West

Department of Health

- A member was transferred from his core position, which lasted for an entire financial year. Upon return, the employer refused to assess him on the newly acquired functions. A grievance was lodged but remained unresolved. The matter was referred for arbitration, where the employer agreed to assess the member.
- Four members were given leave without pay for alleged participation in illegal strike action. The PSA successfully intervened in the grievance and the members were reimbursed.

National Prosecuting Authority

A member was charged with three charges relating to misconduct. The PSA represented the member during the disciplinary hearing. The member was found guilty on all three charges and received a verdict of three months' suspension without pay. An appeal was lodged whereafter the sanction was reduced to a final written warning.

Department of Social Development

A member was assessed by the Directorate's Assessment Committee and qualified for a performance bonus. The employer failed to effect the member's performance bonus and she lodged a grievance, which was also not attended to by the employer. A dispute was declared on behalf of the member and was settled at the arbitration stage. The member received a performance bonus of R11 555.56.

Department of Economic Development and Tourism

A member was found to be the successful candidate after applying for promotion to the post of Director: Environmental Empowerment Services. The Department delayed the implementation, stating that the member did not provide a letter of acceptance. After this was addressed, the member's starting salary was less than what he received as a Deputy Director. He lodged a grievance for the salary to be corrected. This could not be addressed by the former MEC and was finally handed to the current MEC who approved that it should be implemented at a higher scale, effective from the date of assumption of duty. The HOD of the Department has been given the directive to implement.

Reuben Maleka
GENERAL MANAGER