

Victory for members in North West

Department of Employment and Labour

- A member was charged with gross negligence in that he failed to oversee the work of a subordinate who captured 27 fictitious/fraudulent and irregular UIF claims. As a result, the Department (UIF) lost an amount of R109 554.59. The member was represented and although it became protracted, the member was eventually found not guilty on all counts.
- Another member was not shortlisted for a position despite exceeding the minimum requirements, which was a three-year Diploma and he possessed relevant post-graduate qualifications. He submitted a grievance, which the Department dismissed as lacking merits. The matter was referred to the GPSSBC as an unfair labour practice related to promotion. The Commissioner ruled in favour of the member, thus setting aside the appointment, and ordering the Department to start the process from the beginning.

Department Forestry, Fisheries, and the Environment

A member was charged with inappropriately paying a service provider by reporting that work was satisfactorily done whereas the work was incomplete. Intervention and representation by the PSA led to the amendment of charges, which resulted in the employer reducing the initial sanction to a lesser sanction. Although the member was found guilty, he only received a final written warning owing to the detailed mitigation by the PSA.

Department of Public Works and Roads

- An employee of the Department lodged a grievance in relation to allegations of harassment against a PSA member. The PSA represented the member, resulting in the Chairperson of the hearing finding that there were no grounds for a charge of misconduct to be levelled against the PSA member. The matter was finalised and closed.
- Two members at the Department were found guilty in a disciplinary hearing relating to misconduct. The Chairperson imposed a sanction of three months' suspension without pay, combined with a final written warning. The members appealed the sanction, and the Appeal Authority (MEC) replaced it with a dismissal sanction. A dispute was declared with the PSCBC with the argument that the MEC contravened clause 8 of PSCBC Resolution 1/2003 (Disciplinary Code and Procedures for the Public Service) by increasing a sanction of three months' suspension without pay and a final written warning to a dismissal sanction. The Commissioner found that the Department indeed contravened clause 8 of PSCBC Resolution 1/2003 and ruled in the PSA's favour.

Department of Social Development

A member at the Department submitted claim forms amounting to R80 000 for official trips that she undertook. Her supervisor refused to approve these claims. The member requested the PSA to represent her in a meeting that was arranged between her and the supervisor regarding the unpaid claims. The PSA represented the member in the meeting and the supervisor agreed to approve all the claims for the trips she undertook.

GENERAL MANAGER