

FOR PSA MEMBERS: **WESTERN CAPE**

06-06-2023

## Victory for PSA members in Western Cape

- A member at the Department of Forestry, Fisheries, and the Environment as a Production Scientist (Grade-A), had been eligible for accelerated grade progression based on Annexure B of the Occupational-Specific Dispensation (OSD) and GPSSBC Resolution 3/2009, since 2020. The member's performance indicators for 2017/18, 2018/19, and 2019/20 were all above average. He therefore qualified for accelerated grade progression in 2020. He submitted a grievance and when unresolved, the matter was referred as a dispute to the GPSSBC in February 2022. Written heads of argument were submitted, and PSA's submissions stood unopposed. An arbitration award, ordering the Department to grade progress the member retrospectively from Production Scientist Grade-A to Production Scientist Grade-B with effect from 1 July 2020. Compensation of R222 134 was also awarded.
- A member at the Office of the Premier received a notice to attend an informal meeting to discuss an allegation of insubordination. Prior to the meeting, the member received a written warning. The PSA submitted an appeal, based on procedural unfairness, as the sanction had been issued prior to the member being given an opportunity to respond to the allegations. The appeal authority upheld the appeal and ruled to discard the charges.

GENERAL MANAGER