

Victory for PSA members in Eastern Cape (Gqeberha area)

Department of Transport

A member at the Department of Transport applied for a Deputy Director position at the Department of Education. After a successful shortlisting, the member was scheduled for an interview. Unfortunately, owing to sudden illness, she was unable to attend and promptly submitted a medical certificate to the Department of Education's human resources (HR) section, requesting a rescheduled interview opportunity. Initially, HR accepted the sick note, and the member was assured of a future interview opportunity. However, the day following the scheduled interviews, the member was unexpectedly informed that no alternative interview would be arranged. Recognising this as an unfair labour practice regarding promotion, the PSA took up the case and declared an unfair labour practice in terms of promotion in the GPSSBC. In a favourable ruling during the arbitration, the Commissioner agreed that the employer had committed an unfair labour practice by withdrawing the interview opportunity. The outcome was a victory - the Department of Education was ordered to compensate the member with an amount equivalent to one month's salary.

Department of Home Affairs

A member applied for a position in the Department of Home Affairs but was overlooked despite being the most qualified candidate. Through arbitration at the GPSSBC, it was established that the member was indeed the best choice for the position. As a result, with an award in the PSA's favour, the Department was instructed to appoint her to the position. This is a significant win for fairness in promotion cases!

Department of Correctional Services

- A member was charged with being in possession of alcohol in the workplace and received a one-month suspension without pay for a dismissible offence, which was necessitated by him showing remorse. The member accepted the outcome, which allowed him to put the issue behind him and move forward in his career and promised never to commit misconduct again putting his career at jeopardy.
- A member was not compensated for callouts. Represented by the PSA, the case was taken to the GPSSBC on dispute. As a result, the DCS settled by paying the member an outstanding amount of R3 029.06 in a fantastic outcome for fair compensation!
- A member received a dismissal after being charged and having a disciplinary hearing for doing compensated work for another organisation during working hours without authorisation. The PSA

stepped in to assist with the disciplinary hearing and appeal, resulting in a favourable decision that reduced the dismissal to a final written warning during appeal. This success highlights the importance of the PSA's support system in preserving members' livelihoods.

- A member faced disciplinary action for allegedly displaying disrespect in the workplace. He received a final written warning, which he accepted without appeal. With the PSA's support, the issue was concluded swiftly and fairly.

These victories reflect the PSA's ongoing dedication to protecting members' rights and ensuring fair treatment in the workplace.

Reuben Maleka
GENERAL MANAGER