

FOR PSA MEMBERS: **EASTERN CAPE (MTHATHA AREA)**

19-02-2024

Victory for PSA members in Mthatha area

Department of Rural Development and Agrarian Reform

A member was denied a rank promotion from Industrial Technician to a higher rank of Senior Technician in terms of a Human Resource Operational Project Team for the purposes of rationalising the public service of the former Transkei, Ciskei, and Cape Provincial Administration. The PSA assisted a member, citing a directive signed by the Director-General setting out the criteria for rank/leg promotions dispensation that applied before regulations issued in 1994. The PSA argued in the arbitration hearing that the member qualified for a rank promotion under the merger of the TBVC (Transkei, Bophuthatswana, Venda, and Ciskei) States with the broader public service component under the Republic of South Africa in 1994. The PSA persuaded the Department in the arbitration hearing to place the member on a correct rank, based on the approval by the Provincial Public Service Commission recommendations. Payment approval was also obtained from the Provincial Treasury and the member was promoted to the rank of Senior Industrial Technician with back pay.

Department of Education

The PSA represented seven members from Joe Gqabi District in a matter related to benchmark job description and grading levels for lower-level jobs in the public service, in terms of *DPSA Circular 10 of 2019*. The members were not translated to the correct salary level based on the Circular. They were placed on salary level 3 instead of salary level 4. The PSA successfully represented members in the conciliation hearing. The employer made a commitment in the form of settlement agreement to correctly place the members on salary level 4.

Public Health and Social Development Sectoral Bargaining Council

A member at the Eastern Cape Department of Health lodged a grievance for non-payment of pay progression. The grievance was not attended to by the employer. The PSA referred dispute relating to unfair labour practice to the Bargaining Council. After unsuccessful conciliation, the matter was referred for arbitration where a settlement agreement was concluded by the PSA with the Department. In terms of the settlement agreement, the Department agreed to pay the member R30 540. The member subsequently informed the PSA that his level was corrected and backpay was received from 1 December 2019.

Join the PSA and be the first to receive the PSA updates by updating your membership details (containing your membership/Persal number, cell number and email address) with Pumla.kwababa@psa.co.za or Bulelwa.maxeko@psa.co.za.

Reuben Maleka
GENERAL MANAGER