

Victory for PSA members in Limpopo

Department of Social Development

The PSA assisted a member after the employer failed to grade progress her from Community Development Practitioner Grade 1 to Grade 2 with effect from 1 April 2023. The PSA assisted the member to lodge a grievance. The employer investigated the grievance and found that the member was indeed omitted based on the performance score. The employer, during the grievance meeting, acknowledged the omission and confirmed that the member will be paid. The member was then grade progressed from Grade 1 to Grade 2 with effect from 1 April 2023 and was further paid arrears amounting to some R15 300.

Department of Health

A member approached the PSA for assistance after being served with allegations of dishonesty, insubordination, and dereliction of duties. The PSA represented the member, however, the member instructed the PSA to plead guilty to the three allegations. During the disciplinary hearing, the member pleaded guilty. The PSA further assisted the member with mitigating factors based on the nature of misconduct and the circumstances that led to the said misconduct. The Chairperson subsequently meted a sanction of one month suspension without salary. The employer served the member with the said sanction and the member expressed appreciation for the efforts by the PSA.

Department of Sports, Arts and Culture

The PSA assisted a member in a disciplinary hearing. The member was served with 61 allegations of misconduct and pleaded not guilty to all allegations. The Chairperson of the hearing found the member guilty of some of the allegations and subsequently meted a sanction of dismissal. The PSA further assisted the member to declare a dispute, but the matter could not be resolved and was referred to arbitration. The Commissioner ruled that the member's dismissal was substantively unfair and ordered the employer to reinstate the member from the date of dismissal and pay all the monies the member would have earned whilst in the employment of the Department. The PSA thereafter wrote to the head of the Department regarding the implementation of the arbitration award.

The PSA will do everything in its power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za or Whatsapp to 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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GENERAL MANAGER