

Victory for PSA members in Mpumalanga

Department of Home Affairs

A member applied for a position after it was advertised by the Department. The member met all the requirements, including the necessary experience but was not shortlisted for the position. The employer stated that the member did not specify duties regarding civic service and immigration services experience on the CV. During arbitration, the PSA demonstrated to the Commissioner that the member did indicate knowledge of civic and immigration services on the CV. Notably, other shortlisted candidates also did not indicate either civic service or immigration services experience, or both, but were still shortlisted. The applicant had previously held a similar position with the same duties as the advertised post but was still not shortlisted. Furthermore, two subject experts were part of the shortlisting panel. The Commissioner ruled that not shortlisting the member constituted unfair labour practice and ordered the Department to pay the member compensation of R31 937.

Department of Correctional Services

A member was asked to work overtime owing to a shortage of staff. The overtime fell on a weekend, and the member took planned leave the following week. The Department issued a rule stating that if an employee takes planned leave on the day before a weekend or public holiday following overtime, the employee cannot work abnormal overtime for that weekend. The HR department refused to compensate the member for the overtime, leading the member to file a grievance. The matter was referred to the PSCBC to enforce a collective agreement. After an investigation, it was recommended that the member should be paid, but the HR department still refused. The PSCBC engaged with the Correctional Services Head Office to enforce the collective agreement, and the member was eventually paid R4 244.92 for the overtime.

CET

After upgrading her qualifications, a member was unfairly treated by the College in terms of compensation. The member sought help from the PSA and was advised to file a formal complaint. After submitting the complaint, the College made every effort to speed up the payment process. The complaint was handled promptly, and the member was pleased to be promoted owing to her improved qualifications. She received a back payment of R30 000.

Department of Health

A member complained about unfair discrimination, as per section 6(3) of the *EEA*, and harassment by a senior manager. She approached the PSA and was advised to file a formal grievance. A grievance

meeting was scheduled where the matter was amicably resolved. The member was satisfied with the outcome of the grievance, and both employees were referred to the EAP.

Department of Health

A member applied for leave as provided in the PHSDSBC Resolution 2/2023 (agreement on provision of a token of appreciation to all qualifying Department of Health and Social Development employees). The leave application was, however, disapproved by his immediate supervisor. After intervention by the PSA, the leave application was approved together with other employees' leave applications.

Any employee interested in joining the PSA is requested to contact the following PSA employees for assistance: Sylvia.Watkins@psa.co.za / 082 880 8941, Thandiwe.Mziyako@psa.co.za / 060 962 8512, or the PSA Provincial Office on (013) 741 7500.

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