

Victory for PSA members in Mpumalanga

State Information Technology Agency

Being dissatisfied after receiving a final written warning valid for twelve months on four charges, a PSA member felt it necessary to clear her name on some of the charges. She submitted to the PSA that the Chairperson was biased and siding with the employer. A dispute on disciplinary action short of dismissal was declared with the CCMA. After hearing the merits of the case and with the intervention of the Commissioner, the sanction was reduced to a written warning valid for only one charge. The member was happy knowing that her name was cleared on most of the charges that were fabricated.

Department of Higher Education and Training

A member's pay progression for the period 2023/24 was not paid by the employer and as a result, the notch remained below what was expected. The member approached the PSA for assistance after producing assessment records. The PSA advised the member to lodge a formal grievance and upon seeing this, the employer committed to correct the error. After 30 days as per the grievance procedure, the PSA called the employer to check on developments. The employer immediately sent through proof of payment that had been effected by its Head Office, correcting the member's notch and backpay of R4 500.

Department of Correctional Services

Two members received a compensation award in their favour. They received an approved transfer, but the employer failed to implement the transfer. The officials came to the PSA for assistance. The PSA declared a dispute related to unfair labour practice related to benefits. The award was in their favour and R100 000 per member was awarded. The Department then failed to comply, and PSA started the enforcement process. When the Sheriff of the Court visited the employer, it paid both members. It is confirmed that both members received the payment as per the arbitration award.

Department of Water and Sanitation

A member approached the PSA as he was dissatisfied about the non-promotion in terms of the Rank Designated Requirements Policy for Construction. He was supposed to be promoted from level 6 to level 7. The employer did not comply with the policy. At arbitration, the employer settled the matter, and the member was promoted to level 7 as of 1 July 2023.

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 OR Thandiwe.Mziyako@psa.co.za / 060 962 8512.

Reuben Maleka
GENERAL MANAGER