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SERVICE EXCELLENCE

FOR PSA MEMBERS: **NORTH WEST**

09-09-2024

Victory for PSA Members in North West

Department of Public Works and Roads

The Department issued a member with a final written warning. The warning did not clarify the nature of misconduct levelled against the member. The member lodged an appeal, in which it was requested the Department must clarify the charges. The Department failed to do so. The member approached the PSA for assistance. The PSA declared an unfair labour practice dispute in relation to other disciplinary action short of dismissal. The arbitration was conducted. The arbitrator ruled that the Department committed an unfair labour practice against the member and set aside a final written warning and ordered the Department to pay a member R65 438.92.

Department of Water and Sanitation

The Department refused to assess a member for the periods 2021/22 and 2023/24. The member lodged a grievance to this effect and the Department failed to deal with it satisfactorily. The member approached the PSA for assistance and a dispute was declared. During the arbitration process, the Department settled the matter and committed to finalising the member's assessments on or before 15 October 2024.

Department of Community Safety

A member was charged with multiple counts, including corruption, falsifying the records, and conducting herself in an improper, disgraceful, and unacceptable manner. The evidence by the employer was challenged at a hearing and the chairperson agreed with the member's version that the employer failed to link the alleged allegation directly to the member. The member was found not guilty on all charges.

Employees who have not yet chosen the PSA as their Union of Choice can contact Nozi Monaisa on 082 880 8992 or Patience Mashaba on 082 880 8943.

Reuben Maleka
GENERAL MANAGER