



FOR PSA MEMBERS: EASTERN CAPE – GQEBERHA AREA

12-05-2025

Victory for PSA members

The PSA is steadfast in defending the rights and interests of members across various government departments. This month, several significant victories in the Eastern Cape (Gqeberha area) achieved through dedicated representation and unwavering commitment to justice.

Department of Home Affairs

A PSA member faced salary deductions owing to declined Temporary Incapacity Leave (TIL) whilst her grievance was still pending. The PSA intervened, and the matter was escalated to the bargaining council. A settlement agreement was reached, resulting in the reimbursement of all deducted amounts to the member totaling R5 256.59.

Department of Correctional Services

- A member charged with misuse of state property received a written warning after effective representation by a PSA full-time shop steward (FTSS). The member accepted the sanction, expressing satisfaction with the outcome.
- In another case, a member faced charges of assaulting a colleague. Through PSA's representation, the member received a one-month suspension without pay, which was accepted without appeal.
- In another case a member's IOD claim was initially denied, leading to the forced use of sick and annual leave. The PSA escalated the matter to arbitration, where the council ruled in favour of the member, ordering the reinstatement of occupational injury leave.
- A member accused of smuggling a towel into the correctional facility was found not guilty owing to insufficient evidence, thanks to PSA's diligent defence.

Department of Labour and Employment

A member did not receive the expected pay progression. The PSA intervened, and before arbitration, a settlement was reached. The member received back pay amounting to R4 700, and her salary notch was corrected retroactively from 1 July 2023.

Office of the Premier

A member faced an unfair suspension. The PSA took the matter to the bargaining council, leading to a settlement agreement. The member was reassigned to another department, and the employer committed to addressing her pay progression.

Department of Land Reform and Rural Development

A member's request to cash out unused leave during suspension was denied. The PSA escalated the grievance to arbitration, where the employer was found inconsistent in applying the leave policy. The member was awarded R5 000 in compensation.

These victories underscore the PSA's unwavering dedication to protecting members' rights and ensuring fair treatment in the workplace. The PSA encourages members to report any grievances promptly, confident in the knowledge that the PSA stands ready to advocate on their behalf. For assistance or to report a grievance, please contact your local PSA representative.

Reuben Maleka
GENERAL MANAGER