

## Victory for PSA members in the Eastern Cape - Gqeberha

### Department Health

A grievance of sexual harassment was laid against a PSA member working for Eastern Cape Department of Health. While the grievance remained unresolved the member was placed on a precautionary suspension pending an investigation. The period of suspension became excessive exceeding a period of more than a year. An unfair labour practice suspension dispute was lodged with the PHSDSBC Bargaining Council for conciliation which remained unresolved and was escalated for arbitration. During the arbitration, the Arbitrator ruled in our favor and the Department was found to have committed an unfair labour practice against the member. The department was further ordered to uplift the suspension and to pay compensation of R46 000.

### National Lotteries Commission

Two members working as Grant Officers lodged a grievance when their employer unilaterally implemented changes to their terms and conditions of employment. The matter was referred to CCMA as unilateral changes to the terms and conditions of employment. At the conciliation a settlement agreement was concluded that determined that the two individuals will not be compelled to conduct these changes that included pre-adjudication site visits, they however, may perform these duties voluntarily.

### Department of Higher Education and Training

A PSA member lodged a grievance after she discovered that she was being under paid by the department. A grievance meeting was scheduled with the employer during which we represented our member. At the meeting the employer agreed to rectify the mistake and to appoint the member on the correct salary. The member was then paid the amount of R132 623 in backpay.

### Department of Correctional Services

A member was charged with two counts of assault on a fellow employee. Charge one was withdrawn by the employer after a pre-hearing was held. On the second charge the member was found guilty and received a sanction short of dismissal by receiving a one month suspension without pay.

Reuben Maleka  
GENERAL MANAGER