

FOR PSA MEMBERS: **GAUTENG - JOHANNESBURG AREA**

26-02-2024

Victory for PSA members in Johannesburg

Gauteng Department of Health (DOH)

- The PSA assisted two members from the Gauteng Department of Health (DOH). The two members were forced to take a transfer to facilities which are far away from their place of residence. The manager who was enforcing this was abusing his power. During the grievance meetings of the two members, the PSA proved that their manager was intimidating the members and abusing power. The outcome of the grievance was for both members to remain at their workplace and the enforced transfer was cancelled.
- A member from Gauteng DOH was transferred as a precautionary measure pending investigation of alleged misconduct. A precautionary transfer was longer than 3 months and her performance was not assessed. The PSA declared a dispute and at arbitration, the employer was proven to have committed an unfair labour practice. The employer was ordered to uplift the precautionary transfer and to pay a month's salary.
- A member at the Gauteng DOH was harassed and victimised by his direct supervisor. This matter was reported to the employer through a grievance procedure. The employer did not attend to the grievance, the member applied for a protection order which was confirmed by a court. The victimisation and harassment by the direct supervisor continued. The member reported this to the PSA and the PSA declared a dispute at the CCMA, both at conciliation and arbitration, the employer failed to attend the case. An award was issued by the CCMA, the employer was ordered to transfer the supervisor and pay our member 6 months' salary. The employer failed to pay the monies they were ordered to pay, and an award is being enforced for such payment. The PSA is in the process of sending a sheriff to attach the moveable assets of the employer to recover the amount owed to our member.
- A PSA member from the Gauteng DOH who is employed as a medical officer was overlooked for grade progression upon completion of her 9 years of service. The member was assisted with lodging a formal grievance. At the grievance meeting, it was resolved that her grievance would be resolved by the implementation of grade progress together with back pay from the date of qualification.

Reuben Maleka
GENERAL MANAGER

