

FOR PSA MEMBERS: KWAZULU-NATAL (PIETERMARITZBURG AREA)

23-01-2023

Victory for PSA members

The following are examples of where the PSA's Provincial Office: Pietermaritzburg stepped in on behalf of members:

- At the Department of Correctional Services (DCS), offenders brutally attacked a correctional officer with knives. In an attempt to save the life of the official under attack, correctional officials used necessary force to disarm the offenders. During this process, one of the offenders lost his life. When the investigation on this matter was concluded, it was decided that some correctional officials had to be charged for the excessive use of force. As a result, one of the PSA's members was also charged. The PSA assisted the member and after the matter was heard, he was found not guilty of the charges levelled against him.
- In another matter, an Assistant Director (a PSA member), discovered that his post was not that of an Assistant Director but that of a Deputy Director according to the results of a job evaluation that took place in 2008. The member was supposed to have been appointed as Deputy Director already in 2016. The matter remained unresolved after the member lodged a grievance in 2022. The matter was then referred to the Sectoral Council for dispute resolution. After conciliation, the PSA informed the DCS that the matter would be referred to the Labour Court in terms of section 6(4) of the *Employment Equity Act*. The DCS has since agreed to absorb the member into a post of Deputy Director with effect from June 2016. The member was back paid an amount of R1 800 000.
- A member was charged for defrauding the Department after the Department alleged that he forged a signature of his manager by approving his own application for leave forms. The employer investigated, and it was decided that the member should be charged with fraud and forgery. The PSA represented the member after which he was found not guilty on all charges.

GENERAL MANAGER