

Victory for PSA at TVET Limpopo

A PSA member employed at a TVET College in Limpopo was put on the wrong salary notch. Despite engagements with the employer, this was not corrected. The member was employed in May 2019 and subsequently approached the PSA as the last hope after a struggle for more than two years. Prior to requesting the PSA's intervention, the member declared a dispute where he represented himself during the conciliation in May 2022, where he realised that he required professional assistance to handle arbitration proceedings. It was at this point that he requested representation by the dependable union, the PSA.

The member was appointed as a Lecturer PL1 and his previous work experience should have been regarded as actual appropriate service and recognised (when determining his salary) in line with Education Labour Relations Council (ELRC) Collective Agreement 2/2018. The member was represented by the PSA during arbitration proceedings on 12 January 2023. Following a detailed presentation of the facts, the employer conceded it had erred in determining the correct salary upon appointment. A settlement agreement was reached, detailing the calculations of arrears salary of R218 433 by 31 March 2023. Seeing that the employer had no intention to implement the agreement, the PSA made an application to the ELRC, in terms of section 142A of the *Labour Relations Act* to make the settlement agreement an award and thereafter applied to the CCMA to certify the award to obtain an enforcement order. Continued pressure by the PSA forced the employer to finally pay the member his correct remuneration in September 2023.

The PSA renders professional and quality service to members in protecting their rights whilst promoting their interests. Educators and lecturers who fall under the ELRC and are not yet PSA members are invited to join. The PSA is a home for many professionals including police officers, doctors, educators, nurses, and Correctional Services officials. Employees who wish to join the PSA can contact Lawrence Muvhango (082 880 8995), Paulina Moloto (082 880 8957) or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER