

FOR PSA MEMBERS: **MPUMALANGA**

17-11-2023

Victory for PSA members in Mpumalanga

Department of Water and Sanitation: Successful Resolution of Promotion Dispute

The Department of Water and Sanitation has a policy that gives employees the right to be promoted if they meet specified requirements, bypassing the traditional selection and interview process.

A member meeting all necessary criteria was not promoted by the employer. The member sought representation from the PSA, Nelspruit office for support. The matter proceeded to arbitration, during which the employer contended that only current employment contract experience should be recognised as appropriate, excluding any relevant experience gained in previous roles.

The PSA presented a compelling argument, asserting that the relevant experience encompasses both current and prior employment. The commissioner ruled in favor of the member, acknowledging the validity of the experience gained in previous employment. The employer has been directed to pay the member an amount of R82 628-00.

Department of Health

- A member was placed on precautionary suspension pending a disciplinary hearing. The employer exceeded the allowed 60 days, applicable to a suspension as indicated in the Disciplinary Code and Procedure of the Public Service, the PSA intervened prompting the employer to lift the suspension. The member returned to work and thanked PSA Mpumalanga for the professional service received.
- In another case, a member was charged with assault, which is a dismissible offense. During the disciplinary hearing, the PSA represented the member, resulting in a final written warning as the imposed sanction. Despite the severity of the charge, the member acknowledges that without the PSA's representation, dismissal from the Public Service was a distinct possibility. The successful outcome underscores the valuable role played by the PSA in safeguarding the rights and interests of employees.

Employees interested in joining the PSA are requested to contact the following PSA employees in the Mpumalanga office for assistance Sylvia.Watkins@psa.co.za or Cell 082 880 8941 and Thandiwe.Mziyako@psa.co.za or Cell 060 962 8512.

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GENERAL MANAGER