

Victory for PSA members

Department of Human Settlements

On 13 December 2022 the PSA received an award in favour of a member. The member is a Deputy Director and qualified in terms of the relevant prescripts for pay progression and a service bonus for the financial periods 2017 and 2019. Owing to cabinet reshuffles during this time, he did not receive the pay progression and service bonuses, even though he complied meticulously with all the requirements in terms of his performance agreements and assessments. The matter was referred for dispute resolution to the GPSSBC after his grievance failed. The award was in favour of the member. The Department must pay him R219 213.42.

National Student Financial Aid Scheme

- The member was a Fund Relations Specialist at level 9 doing the same functions of a Fund Relations Manager at level 11. She requested the employer to upgrade her, but it refused. After the member's grievance failed, the PSA referred the matter to the CCMA as an unfair labour practice. A settlement agreement was agreed upon by parties to have the member's post job evaluated by end November 2022. The employer complied with the settlement agreement when the member grade progressed from grade 9 to grade 11. The difference in salary is R201 000 per annum.
- In another matter, a member was employed in the position of Senior Manager: Disabilities. He was dismissed for misconduct on 3 May 2021. The matter was referred to the CCMA as an unfair dismissal. The CCMA found that he was unfairly dismissed and awarded him compensation of R258 300.

Department of Water and Sanitation

The member was an acting Chief Registry Clerk and he submitted the relevant 2019/20 PMDS documents to his supervisor timeously. He only found out that he did not qualify for pay progression when he received his non-compliance letter. The member submitted a grievance and did not receive a favourable response. The matter was referred for dispute resolution to the GPSSBC. The award was in favour of the member. The Department must pay the member R4 215.

GENERAL MANAGER