

FOR PSA MEMBERS: MPUMALANGA

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PSA 2019 highlights: Mpumalanga

The PSA, as a recognised Union in all sectors in Public Service, is actively involved in ensuring that the rights and interests of members are protected.

Health and Safe workplace environment

The PSA succeeded in closing the offices in the Department of Labour Nelspruit following complaints from members regarding the state of the building. The building posed risks to the health and safety of employees and members of the community. Upon engagement with the Occupational Health and Safety Unit of the Department, it was confirmed that the entire building was a fire hazard, with high levels of carbon dioxide and low levels of oxygen caused by poor ventilation. A directive was issued prohibiting employees from entering the building and they were subsequently moved to a safe building in White River.

Department of Agriculture and Fisheries

The PSA successfully forced the employer to ensure that employees are provided with clean water and fixed the road at Hebron Members complained that they had to drink water from streams that are also used by animals. The road was also slippery and full of potholes. Following engagement with the employer, a water tank was installed, and the road was graded.

Translation: Qualifying Nurses

The PSA successfully assisted 220 of members who qualified to be translated from Enrolled Nurse to Professional Nurse in 2016 but were not placed accordingly. After engagement with the employer, a task team was established to verify all affected members. The 220 members were subsequently translated from Enrolled Nurses to Professional Nurses, placed correctly and back-paid.

Security: Health facility

The PSA was instrumental in the closing of Mapulaneng and Witbank Hospital following the killing of a patient and a Security Officer. This resulted in the meeting with the Premier wherein a plan for safe health facilities was presented with a budget of R23 000 000 for upgrades of security, plus a further R5 000 000 for appointment of Security Managers. The outsourcing of appointment of security services will be stopped with immediate effect and SAPS officials have been deployed at all Health institutions in Mpumalanga until finalisation of the upgrade of security.

PILIR

The Province has not been applying the PILIR policy correctly when dealing with temporally ill-health applications. Departments took long to deal with applications and a year after submitting applications members would receive disapproval with money being deducted from their salary. The PSA challenged this practice and affected members were reimbursed.

Treasury

The employer failed to implement PSCBC Resolution 1/2012 (upgrade of officials from level 9 – 10 and 11 – 12). The PSA declared a dispute and the Award was issued in favour of the PSA. A total of R55 000 000 was paid to members as back pay.

Department of Water and Sanitation

The employer failed to implement the Rank Designation Requirement (RDR) policy for Construction Workers. The PSA challenged the employer and the policy was implemented. Qualifying employees were promoted, and members were also paid retrospectively.

Department of Correctional Services

The PSA successfully declared a dispute to challenge the DCS for refusing to pay overtime for work performed by Educators at schools during examination. An Arbitration Award was issued in favour of the PSA and members were compensated accordingly.

Ivan Fredericks
GENERAL MANAGER