

FOR PSA MEMBERS: GAUTENG PROVINCE

15-07-2019

Gauteng Province dispute: Salary level 9 - 12

Members will remember that the PSA declared a dispute against the entire Gauteng Provincial Government after it failed to implement PSCBC Resolution 1/2012 (section 18.1). This section provided that **members on salary level 9 or 11 whose post has been job evaluated prior to the Resolution and where it was found that the post must be on a higher level, must be upgraded to the next level (10 and 12)**. Gauteng Province, in August 2017, signed a settlement agreement to implement this process before 15 December 2017. When it failed to implement, the PSA applied to the PSCBC to make the settlement agreement an arbitration award. The arbitration award was issued in February 2018. Gauteng Province then agreed to finalise the process on or before 31 March 2018. It was further agreed that a joint audit team will be conducting an audit on all provincial departments to determine which members qualify.

The joint audit team has, in the meantime, concluded its work but no communication or commitment to implement came forward. The PSA therefore filed the case in the Labour Court to make the arbitration award an order of the Court. Gauteng Province opposed the application in the Labour Court and is now being joined by the DPSA. **Gauteng Province has also halted the implementation pending the outcome of the case in the Labour Court.** Gauteng Province is represented by the State Attorneys in its application. The State Attorneys also made an application to the PSCBC to rescind and set aside the award that was issued. **The rescission application will be heard at the PSCBC on 16 August 2019.**

The PSA has appointed a lawyer to continue with the matter in the Labour Court as well as the PSCBC. Members will be informed of developments.

Ivan Fredericks
GENERAL MANAGER