

FOR PSA MEMBERS: KWAZULU-NATAL (KZN) DEPARTMENT OF HEALTH

24-06-2019

## Improved qualification bonus

A PSA member working at McCord Eye Hospital applied for a 10% bonus after obtaining a Degree of Bachelor of Technology in Human Resources Management. The employer declined the claim, based on the HRM Circular 64 of 2014.

The member lodged a grievance that could not be resolved, and PSA referred an interpretation and/or application of PHSDSBC Resolution 1/2014, wherein the employer applied clauses 4 and 5 of Resolution 1/2014 incorrectly. At commencement of arbitration proceedings, parties agreed that no oral evidence would be led, and this would be a stated case.

After both parties submitted their representation, the Commissioner concluded that clause 4, read in conjunction, with clause 5 of Resolution 1/2014 concluded between trade unions and the Department of Health in Council gives an entitlement to the member to receive the once-off cash bonus of 10% of the annual salary for year 2017 when the member submitted the degree certificate. The employer was ordered to pay the PSA member R14 253, which is equivalent to a 10% once-off cash bonus of the annual salary as of June 2017.

Ivan Fredericks  
GENERAL MANAGER