

FOR PSA MEMBERS: MTHATHA EASTERN CAPE

19-10-2020

Update: PSA defends members rights

Department of Economic Development, Environmental Affairs and Tourism: Unauthorized absence

The PSA assisted a member for continuously being absent without authority for a period of 8 days. The member had a previous record of being absent and was reprimanded for the same offenses and given written warnings. The member was successfully represented in a disciplinary hearing and a sanction of one-month suspension without salary and a final written warning was imposed. The member was thankful to the PSA as he feared the dismissal sanction. The member did not appeal the written warning.

Department of Justice and Constitutional Development: Unauthorized absence

The PSA successfully assisted a member for being absent for 11 working days without providing any explanation to the employer for his absence. The employer in his bundle provided proof of previous absence without authority and written warnings. The member pleaded guilty for the offence, the PSA submitted strong mitigating factors after member was found guilty, the member was presented with a sanction of final written warning and one-month suspension without salary, which was negotiated to be deducted on an employee's bonus month. The employee thanked the PSA for its efforts to make sure that he is not dismissed.

Department of Health abscondment

The employee was given an abscondment letter in terms of the *Public Service Act* deeming clause for not being at work for a period of three months. The employee approached the PSA for assistance. The PSA investigated the matter and found that member was on sick leave for the duration of the period stated by the employer. The PSA further revealed that there was an element of ill-treatment by the supervisor. The employee was re-instated, paid her salary without making a representation to the HOD/MEC for the department. The PSA is still pursuing the matter for the employee to be paid one-month outstanding salary. The member appreciated the intervention of the PSA.

Members are requested to contact PSA provincial office Mthatha for assistance at 047 501 2500.

GENERAL MANAGER