

INFORMUS



FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF ECONOMIC DEVELOPMENT,
ENVIRONMENT AND TOURISM (LEDET)

30-04-2020

Partial payment of salaries: Field Rangers

The PSA was alerted by concerned members about the unfair treatment by the employer concerning the payment of salaries. Although Field Rangers were deemed essential/critical workers by LEDET, they were not issued with permits. The failure to issue them with permits prevented their movement and they cannot leave their place of work and have been away from their families since the declaration of the lockdown.

Despite staying at nature reserves and continuing with their normal duties without the permits, the employer paid them only half salaries in March 2020 and promised them the other half in April 2020. Sadly, the employer failed to honor the agreement and still paid them half salary for April 2020. It must be noted that the agreement was illegal as the employer is obliged to pay employees in terms of their existing contracts and cannot unilaterally vary this at will.

The PSA condemns the alleged unlawful and unfair conduct of the employer by causing hardship to Field Rangers by withholding their salaries, contrary to the provisions of the *Basic Conditions of Employment Act*, which direct that an employer must pay remuneration not later than seven days after the completion of the period for which the remuneration is payable. The PSA will thus urgently engage with the employer regarding this blatant disregard of law and breach of employment contract.

Affected members can contact the PSA: Phillip.maponya@psa.co.za/082 880 8967 and Lawrence.muvhango@psa.co.za/082 880 8995.

GENERAL MANAGER