

FOR PSA MEMBERS: MPUMALANGA

03-11-2020

Victory for PSA members – Mpumalanga

Department of Labour: Non-adherence to grievance procedure

The PSA intervened after a member requested to be assisted. The member complained that he was incorrectly placed on a notch and had not received grade progression. The PSA declared a dispute and at conciliation the employer agreed to settle the matter. The member was subsequently paid an amount of R106 204 and adjusted to the correct notch.

Department of Higher Education and Training: ELRC interpretation/application

The PSA intervened in the matter whereby the member was complaining about his previous working experience that was not recognized by the employer as per the collective agreement. The PSA declared a dispute. At arbitration a settlement agreement was signed and the member was paid an amount of R180 000 and adjusted to the correct notch.

Department of Agriculture: OSD translation Scientist occupation

The PSA assisted members after the employer failed to implement General Public Service Sectoral Bargaining Council (GPSSBC) Resolution 3/2009, which deals with the Occupational-Specific Dispensation (OSD). According to the Resolution the members qualified to be Agricultural Scientists and the employer failed to translate them to the correct salary scales. At arbitration, the employer raised a point *in limine* alleging that the referral was late. Arguments were submitted by both the employer and PSA and the Commissioner ruled in the members' favour. The arbitration is scheduled to continue on 8 to 10 December 2020.

GENERAL MANAGER