

Individual Assistance to Members

Department of Justice & Constitutional Development

A member at the Department of Justice & Constitutional Development was assisted by the PSA to lodge a grievance after he was not paid grade progression which was due to him following him meeting the requirements for grade progression in terms of the OSD Resolution. The PSA declared a dispute on behalf of the member after exhausting the internal grievance procedures. Few days before the Arbitration, the Department paid the member the overdue grade progression, totaling over R48000.00. The member was satisfied with the payment and the dispute was therefore withdrawn on the day of the Arbitration.

Another member at the Department of Justice & Constitutional Development was issued with a Final Written Warning for allegedly failing to ensure that a logbook was completed in full before the vehicle was issued to one official. The PSA lodged an Appeal on behalf of the member, the Appeals Authority upheld the appeal and set aside the Final Written Warning.

A member approached the PSA after he did not receive pay progression and a performance bonus for the 2018/19 year of assessment. The PSA intervened and declared a dispute for conciliation after the conciliation failed the matter was referred to arbitration. At the arbitration, the parties reached a settlement agreement in terms of which the member will be re-assessed for the specific financial year and be paid the pay progression as well as the performance bonus if he qualifies for these. The member was satisfied with the settlement agreement.

Department of Correctional Services

21 Members at the Department of Correctional Services were not paid their overtime for the years 2013, 2014 and 2015. The members are part of the Emergency Support Team and are deployed in Correctional Centers when there is a need to restore order. The PSA after exhausting the internal grievance procedure declared a dispute at the GPSSBC. The arbitration was postponed on two occasions. During the arbitration proceedings held on 30 September 2020, parties reached a settlement agreement and members will be paid their overtime worked. The amount owed to the 21 members is R100 866.63.

GENERAL MANAGER