

FOR PSA MEMBERS: **EASTERN CAPE (MTHATHA AREA)**

31-10-2022

Victory for PSA members: Eastern Cape – Mthatha area

Department of Education

A member, a principal at a school, was harassed, victimised, and chased away from the school by community members, allegedly with the assistance of colleagues. The Department insisted that the member should report at the school, despite being harassed and victimised. The member approached the PSA for assistance. A bilateral meeting with the Department was arranged where an agreement was reached to place the member at a workplace of her choice for her protection. The member identified a school as agreed, but the Department did not accept her school choice. The member was at home for seven months without rendering the services that the Department employed her to perform but receiving a salary. The PSA intervened and the member was eventually placed at a school of her choice.

Department of Cooperative Governance and Traditional Affairs

A member was forced to perform duties that are outside her scope, without agreement. The member exercised “quiet quitting” and the employer opted to discipline her. She lodged a grievance for being forced to perform duties that are outside her scope without recognition or incentive. The PSA assisted the member in a grievance hearing where the chairperson instructed the Department to stop forcing her to perform duties that are outside the scope, without agreement. The grievance was resolved amicably, and the member now perform duties in her scope of work.

Department of Home Affairs

A member, employed by the Department of Home Affairs (DHA), was charged by the previous employer, being the Department of Justice (DoJ), with ten allegations of misconduct. The member resigned from the DoJ in 2017 without being charged for allegations of misconduct. The DoJ instituted disciplinary action against the member in 2022 without informing the current employer (DHA). The PSA assisted the member in the disciplinary hearing in terms of section 16B of the *Public Service Act* and argued that the DoJ lacked jurisdiction to discipline the member who resigned from employment without any pending misconduct allegations. The DoJ then withdrew all misconduct allegations against the member.

Join PSA today for well-deserved peace of mind.

GENERAL MANAGER