

FOR PSA MEMBERS: **GAUTENG PROVINCE (JOHANNESBURG AREA)**

29-07-2022

Update: Assistance to members in Johannesburg area

The PSA through its professional, dedicated, and competent staff successfully protects members' rights by continuously assisting members in disciplinary hearings, grievances, and arbitrations in government departments and parastatals in the Johannesburg area.

Gauteng Department of Economic Development: Failure by employer to enter into Performance agreement - Financial year 2018 - 2021 (Arbitration Award in favour of PSA)

A member lodged a grievance regarding the employer's failure to enter into a Performance Agreement for four financial years. The Department failed to deal with the grievance and a dispute was declared. The arbitration award was issued in favour of the PSA, wherein the Department was ordered to pay the member the outstanding pay-progression notches.

Gauteng Department of Community Safety: Unfair Labour practice dispute based on unfair suspension (Arbitration Award in favour of PSA)

A member was suspended for more than seven months whilst the employer was busy with a disciplinary hearing against the employee. The PSA declared a dispute at the GPSSBC. An award was awarded in favour of the PSA wherein the suspension was lifted, and the member was awarded R45 000 as compensation for the unfair suspension.

Gauteng Department of Education: Various

A member was charged with allegations of misconduct relating to assault. The PSA successfully represented the member in a disciplinary hearing and the member has resumed duty.

In another matter in the Department, the PSA successfully prevented a disciplinary case against various members who were accused of theft of groceries.

The PSA further successfully resolved a grievance where a member's performance score was changed and reduced from 4 to a 3. Through the PSA's engagement, parties agreed that the performance score was changed back to 4 and reporting lines corrected.

The PSA was further approached by general workers at a school where the employer failed to renew their contracts and the school delayed the process for more than a year. The PSA intervened and successfully negotiated new contracts for members. All members have subsequently signed their new contracts.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact a PSA Provincial Offices.

GENERAL MANAGER