

## Victory for PSA members in Limpopo

### Department of Education

The PSA assisted a member after they were not shortlisted for the advertised post of Principal. The PSA intervened and lodged a grievance which, initially according to the employer was not substantiated. The PSA believed that there was no fairness and consistency during the shortlisted process. The grievance was then elevated to the office of the Head of the Department (HOD) for further investigations. Subsequently an investigation team was appointed to investigate the grievance. The PSA is happy to report the outcome that the grievance in relation to the shortlisting process of the principalship post has been substantiated and that the shortlisting process should be redone. Most importantly that the shortlisting and interview committee members who formed part of the previous process must not be reappointed and that the departmental representative be appointed by the office of the HOD. Additionally, the employer must develop a management plan for the conclusion of filling the post. Lastly, that the delegation of appointment of the school is withdrawn from the district office.

### Department of Health

The PSA assisted a member in the Department of Health with declaring a dispute after the employer failed to resolve the grievance regarding leave without pay money that was deducted when the employee was on duty. The matter could not be resolved during conciliation which led to the matter being referred for arbitration. During arbitration, the PSA argued that the employee was on duty for the period the employer deducted the money as leave without pay. The commissioner ruled in favour of the member stating that the employer must pay back the money deducted within 30 calendar days.

### Department of Transport and Community Safety

A member from the Department of Transport and Community Safety was assisted by the PSA to declare a dispute of unfair labour practice relating to promotion. This comes after the employer failed to resolve the grievance as the employer advertised a position of Chief Traffic Inspector in 2016 for the five districts. The member was invited for interviews in some of the posts and was recommended for appointment in one post. The employer decided to selectively appoint in some districts and abandoned the process in some, hence the PSA referred the dispute to the council and could not be resolved during conciliation. However, in the arbitration, a settlement agreement was signed to appoint the member with effect from 2017 with backpay.

### **South African Revenue services (SARS)**

A member from SARS approached the PSA for assistance after the employer failed to pay an acting allowance. The PSA assisted the member and declared a dispute. Immediately after the dispute was declared, the employer agreed to settle the matter by paying the acting allowance and consequently the employer paid, which was confirmed by the member.

GENERAL MANAGER