

Victory for PSA members in Mpumalanga

Department of Higher Education and Training

A TVET College Educator member was aggrieved because of his qualifications not being recognised by the employer. Following the lodging an unsuccessful grievance with the Department, the PSA assisted the member in declaring an interpretation/application of the relevant collective agreement dispute. At arbitration, the employer conceded to the college's fault and a settlement agreement was reached. The member's qualifications have now been recognized and he received back pay amounting to R403 500 in respect of the recognition of his qualifications.

Department of Social Development

A member improved his qualifications, which are applicable on his work. The employer refused to pay him the once-off bonus as per the agreement for recognition of the qualifications. The PSA declared a dispute and at arbitration the employer settled, resulting in payment to the member for the qualifications obtained.

Department of Justice

A Regional Court Manager was charged for interference with the duties of the Court Manager, harassment, intimidation, and using foul language against the Court Manager. He was found guilty and sanctioned two months' suspension without salary and a final written warning. The PSA assisted the member by appealing the sanction. The appeal authority found him not guilty on all the charges levelled against him.

Department of Water and Sanitation

A member qualified in terms of the relevant Policy to be promoted, but the Department did not comply. The member lodged a grievance, which was not resolved. The PSA declared a dispute and at arbitration the employer settled that the member will be promoted retrospectively from the date she originally qualified.

Department of Health

Two PSA shop stewards received notification of an intention to be charged with misconduct. A letter was consequently addressed to the employer by the PSA, requesting for proper consultation in terms of item

4(2) of the *Labour Relations Act's* Code of Good Practice. The matter was resolved during a consultation meeting as no charges were levelled against the shop stewards.

GENERAL MANAGER