

## PSA victorious in assisting members – Mpumalanga

The following are examples of the PSA's assistance to members:

### **Mpumalanga Department of Health**

The PSA assisted a member at the Department of Health who was supposed to be upgraded as per the occupational-specific dispensation, The employer, however, refused to upgrade her. A formal grievance was lodged, which remained unresolved. A dispute was declared with the relevant bargaining council and on the date of arbitration the employer implemented the grade progression, resulting in the member being upgraded to salary level of Grade 2, backdated to the effective date.

### **Department of Public Works, Roads, and Transport**

The PSA assisted two members who were not shortlisted during recruitment processes for the purpose of filling of vacant posts. The members lodged a formal grievance, which remained unresolved. The PSA then declared a dispute and the panellist ruled in favour of the members, awarding them compensation. The employer is now compelled to pay R361 980.50 to both employees.

### **DHET TVET College**

- The PSA assisted a member who was charged with absenteeism. The PSA proved that the member worked from home during the COVID-19 lock-down, with full permission from the employer and all the necessary medical reports were submitted. The member was found not guilty at the hearing.
- A member had been on contract for a period of three years and the College had been contributing towards his pension benefits during the contract period. He was subsequently appointed permanently. The member then elected to choose the option of withdrawing his pension benefits that accrued during the contract period and start on a clean slate with the permanent position. The College took some time to facilitate the process of providing the pension benefits to the member. The member approached the PSA for assistance. The PSA declared a dispute following the lodging of a grievance, which remained unresolved. The matter was eventually settled, and the Government Employees Pension Fund (GEPF) processed the payment of the member's pension benefits.

GENERAL MANAGER