

Victory for PSA members in Mpumalanga

Department of Water and Sanitation

A member, appointed as a driver, registered a grievance as he was still on salary level 4 since his appointment in 2005. The DPSA directive was that all drivers be upgraded to salary level 5 with effect from 2006. The PSA assisted by declaring a dispute at the GPSSBC. Before arbitration, the employer placed the member on the correct level and back paid the member R156 221 (with effect from 1 January 2006). The arbitration was withdrawn and the member was happy and satisfied.

Mpumalanga Department of Health

The PSA assisted two members who were subjected to a disciplinary hearing on allegations of gross negligence and the alternative charge of dereliction of duty. On the day of the hearing, after the PSA engaged with the employer on a pre-hearing, the employer indicated to the presiding officer that after careful consideration, it decided to withdraw the charges against both members, stating that it was not going to be able to substantiate the charges. The members were very satisfied with the assistance received from the PSA.

Department of Public Works and Infrastructure

A member was aggrieved about the non-implementation of his grade progression in terms of PSCBC Resolution 3/2009. He sought to be upgraded to the next salary level after meeting all the requirements in accordance with the Resolution. The PSA assisted the member to lodge a grievance that remained unresolved, and a dispute was declared with the PSCBC. The PSA represented the member at arbitration and the award was in his favour of the member.

Department of Employment and Labour

A member applied for a transfer to an HR position and it was approved by a person who was not the delegated authority. The employer then refused to transfer the member. A dispute was declared with the GPSSBC and in the middle of the arbitration, the employer presented a settlement agreement to transfer the member from a finance post to another HR post. The member was satisfied with the settlement.