

FOR PSA MEMBERS: **MTHATHA AREA**

11-04-2022

PSA assists members in rights matters!

The PSA, through its professional, dedicated and competent staff, successfully protects members' rights by continuously assisting members in disciplinary and arbitration hearings in government departments and parastatals. The following are examples of such assistance:

Department of Education: Payment of performance bonus

A PSA member lodged a grievance regarding an unpaid performance bonus for the 2016/17-financial year. The grievance remained unresolved and a dispute was referred. A settlement agreement was signed by the employer in the arbitration hearing, committing to make payment to the member. The member was consequently paid R12 000 as a performance bonus.

Department of Correctional Services

The PSA successfully assisted a member of the Department of Correctional Services who was charged with six allegations of misconduct, including negligent, dereliction of duties and insubordination. The Department failed to prove that the PSA member committed such offences and the chairperson of the disciplinary hearing could not find the member guilty in any of the six charges.

In another matter, a PSA member at the Department was charged with alleged gross negligence and breaching of security measures. Although this is a serious transgression, which could warrant dismissal, the PSA successfully defended the member in the disciplinary hearing and the member was served with a sanction of one month suspension without salary.

Department of Health

A member at the Department of Health was charged with allegations of misconduct related to assault that happened in June 2021. The PSA successfully represented the member in a disciplinary hearing and the member was found not guilty on the allegation of assault.

The PSA urges members not to hesitate in contacting the PSA's Provincial Office in Mthatha regarding matters related to unfair labour practices and for representation in disciplinary hearings. Members can contact Gilbert Seakamela on 047 501 2500 or [gilbert.seakamela @psa.co.za](mailto:gilbert.seakamela@psa.co.za).

GENERAL MANAGER