

Victory to PSA members: North West

Department of Employment and Labour

Supervisors on separate matters were charged with a lack of oversight owing to their subordinates' involvement in alleged fraudulent activities that cost the Department over R2 million. After successful representation at a disciplinary hearing, the first supervisor was given two months' suspension, which was successfully appealed and reduced to a final written warning. The other member was subsequently also given a final written warning.

Department of Public Works and Roads

- A member's PMDS scores were unfairly reduced by the moderation committee and the appeal committee dismissed the appeal by refusing to look at the portfolio of evidence. The matter was referred to the Public Service Commission that instructed that the employer rectify and pay the member the bonus. The matter was referred to the GPSSBC after which a favourable arbitration award was received, stating that the member be awarded R18 000 for the assessment period.
- Another member was not assessed owing to her supervisor not signing her assessment forms on time. This caused her to be out of time. The matter was referred as an unfair labour practice dispute and resolved during arbitration proceedings where a settlement agreement was reached that all assessment forms will be signed and submitted to the moderating committee.

Department of Health

- A member was transferred out of his core position, which lasted for the whole financial year, and upon return the employer refused to assess him on the newly acquired functions. Since the grievance remained unresolved the matter was referred for arbitration after which the employer agreed to assess the member with the duties she performed whilst transferred.
- Four members were given leave without pay for alleged participation in illegal strike action. After they lodged grievances failed, the PSA successfully intervened and the members were reimbursed.
- When a Health worker was charged with leaking and distributing confidential patient information on social media, the PSA came to the rescue and successfully represented the member who did not lose her job but was given two months' suspension without pay.

Members are urged to familiarise themselves with the *POPI Act* and ensure they adhere to the ethical codes associated with their professions.

Department of Correctional Services

Members reported that they did not receive their 3% back pay from 1 April 2022. The full-time shop steward sent an e-mail to the Limpopo, Mpumalanga, and North West Regional Commissioners' Offices. On 23 November 2022, the members received feedback from the respective offices that monies will be paid into their banking accounts by 28 November 2022.

GENERAL MANAGER