

PSA successfully represents members in North West

South African Revenue Service

A member was charged with two counts of misconduct, gross negligence, and dishonesty on allegations that illicit cigarettes were released to a client without authority. The member was represented by the PSA's full-time shop steward in a disciplinary hearing and was found not guilty, despite the charges being of a serious nature.

Department of Health

Three members at the Department lodged a grievance that the employer failed to pay out their leave gratuity whilst being on suspension. The matter was taken to conciliation and arbitration in terms of an unfair labour practice relating to benefits. The matter was found in the members' favour but the employer failed to remunerate them accordingly. The PSA approached the Sheriff for assistance and the members were then paid to a total amount of R170 143.30.

Department of Correctional Services

A member was employed since 1997. After obtaining a post-basic qualification in Primary Health Care Nursing she was appointed to the position of Professional Nurse Grade 1 (Specialty Nursing) with effect from 1 September 2015. She was supposed to be grade progressed to Professional Nurse Grade 2 with effect from 1 April 2021 according to PHSDSBC Resolution 3/2007. She was advised to lodge a grievance, which was not attended to by the Department. A dispute was subsequently declared. The matter was successfully arbitrated. The Department was ordered to pay the member R102 295.25 before 31 October 2022.

Department of Economic Development, Environment, Conservation, and Tourism

Four members were not paid their PMDS bonuses for the previous financial year. They were advised to lodge formal grievances wherein it is categorically stated that they qualified for a bonus payment, but they were denied. The PSA assisted in drafting of the grievances. Before the grievances' time frame expired, the MEC approved payment in respect of all these members and they were paid R96 000, R75 000, R40 000, and R7 500 respectively in October 2022.

GENERAL MANAGER