



INFORMUS

SINCE 1920
all others
SERVICE EXCELLENCE

FOR PSA MEMBERS

06-04-2022

PSA working tirelessly for members!

The PSA, through the Union's negotiators and shop stewards, actively promotes and protects members' rights and interests in various departments and entities. Recent successes include:

Civilian Secretariat for Police Service: Relocation to new building

The PSA tabled the matter after being alerted by members regarding them working in an unsafe building that did not comply with the OHS Act. Members' safety cannot be compromised and history has shown that workers have lost their lives in the hands of uncaring employers. The PSA's relentless efforts resulted in the relocation of employees to a safe and spacious building on 28 March 2022.

Public Protector South Africa: Pay progression and implementation of leave policy

The employer failed to implement pay progression for 2021. The PSA pursued the matter and following extensive engagement with the employer, the employer finally acknowledged that there was injustice and implemented the pay progression, which was received by members in January 2022.

The employer also decided to decline applications for vacation leave for a group of employees on the basis of operational reasons, although it was not justifiable. Subsequently, the matter was tabled at the Chamber and the PSA demanded that the said employees must either be allowed to take leave or be paid in *lieu* of leave. The employer finally agreed that the employees can take their leave.

State Information Technology Agency: Salary disparity of 2015

The employer practice injustice related to salary disparity. The matter was identified in 2015 and became part of salary negotiations although the employer pleaded poverty. The matter was, however, pursued until it was resolved and affected employees received their backpay on 25 March 2022. Their salaries were also corrected.

The PSA will continue protecting members, particularly where the employer fails to implement policies, collective agreements, and legislative framework governing employment conditions. Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER