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FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES - KWAZULU-NATAL**

26-07-2023

PSA assist members at Department of Correctional Services (DCS): Waterval Management Area

Three Social Workers who were on salary level 7 (Social Workers Grade 2) were appointed to act in a post of Manager: Social Work Services salary level 8 (Social Workers Grade 1). They were not paid an acting allowance, despite meeting the requirements in terms of the Acting in Higher Position Policy, which are that:

- Appointments should be done in writing,
- Appointments should be accepted in writing by the applicants, and
- The post was vacant and funded.

The PSA declared a dispute after the DCS had failed to resolve the matter through its grievance procedure. During arbitration, the DCS entered into a settlement agreement with the members and promised to pay the acting allowance to the three Social Workers. The DCS has since paid the three Social Workers an amount of R10 002, R12 051, and R4 410.75, respectively.

In another matter, a member was removed from his position as a dog handler by the Head of the Correctional Centre. The explanation for this removal was that an investigation was going to be conducted against the member, but it became clear that there was no investigation intended. It became clear that the purpose of all of this was to remove the member from his position for reasons only known to the DCS. The PSA advised the member to lodge a grievance regarding the unfair treatment. A dispute was subsequently lodged with the Council as the member desired to be reinstated to his position as a dog handler. Noticing that the matter has been referred to the Council, the DCS reinstated the member in his position as dog handler and during the arbitration process, the DCS officially confirmed the reinstatement of the member to his initial position.

For more information, contact Perfect Zulu on 082 880 8944.

GENERAL MANAGER