



# INFORMUS

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FOR PSA MEMBERS: **DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT (DOJCD)**

17-02-2023

## Feedback: OSD victory for Senior Family Advocates

Members will recall that Senior Family Advocates started with grievance and dispute processes against the Department when it failed to translate them to LP9 in terms of the occupation-specific dispensation (OSD) agreement.

The PSA challenged the employer and in 2015 the GPSSBC commissioner ruled in favour of the PSA and directed the employer to translate Senior Family Advocates from LP8 to LP9. The employer decided to review the award and the Labour Court dismissed the review application. The employer petitioned the Labour Appeal Court and on a technicality and the Labour Appeal Court ruled that the matter must be referred back for arbitration.

In 2020, the matter was arbitrated again and the commissioner again ruled again in favour of the PSA. Again, the employer reviewed the award. The matter was heard by the Labour Court in 2021 and delivered its judgement on 16 February 2023. The Labour Court ruled in favour of the PSA and the department must now translate Senior Family Advocates from LP8 to LP9.

The PSA hopes that the Department will stop wasting taxpayers' money and implement the latest judgment bringing an end to a dispute that started in 2008. The PSA will continue to protect and promote members' rights and interests. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER