

FOR PSA MEMBERS: **EASTERN CAPE (GQEBERHA AREA)**

03-08-2023

Victory for PSA members in Eastern Cape

Eastern Cape Department of Social Development

A PSA member at the Department of Social Development lodged a grievance for the employer's failure to confirm his probation. His concern was that everyone that was employed with him had their probation period confirmed and made permanent, except him. The grievance remained unresolved and was escalated to PHSDSBC for conciliation as an unfair labour practise (probation). Following the unresolved conciliation, the matter was referred for arbitration. After finalisation of the arbitration, an award was issued in the PSA's favour. The commissioner ordered the employer to uplift the member's probation effective from 1 April 2021. An amount of R31 383 in compensation was also awarded to the member.

Eastern Cape Department of Health

A member at the Department of Health in the Eastern Cape had an outstanding payment for a resettlement claim not being paid by her employer. After refusal to pay her, she submitted a grievance, which remained unresolved. Following the grievance, a dispute was declared at the PHSDSBC for conciliation as an unfair labour practise (benefits). Following the unresolved conciliation, the case was referred for arbitration. During arbitration, a settlement agreement was reached for the member to be paid R81 984.24, which was due to her as resettlement costs.

Eastern Cape Department of Cooperative Governance and Traditional Affairs (COGTA)

A member at COGTA was charged for unauthorised absence of two weeks and driving a state vehicle without authority. During the disciplinary hearing, the member was found guilty. After submission of mitigating factors, a potential dismissal was prevented, as he was sanctioned with a final written warning and two months' suspension without pay. The member accepted the finding and sanction and confirmed that he is not intending to appeal.

GENERAL MANAGER