

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

02-10-2023

Victory for PSA members in Eastern Cape (Gqeberha area)

Department of Correctional Services (DCS)

- A member was charged with absenteeism. The employer gave short notice and was not willing to postpone the matter for the member to be represented by his Union. The member attended the hearing and was found guilty and received one month's suspension without pay. The PSA assisted the member to submit an appeal.
- Three members lodged a grievance regarding not being allowed to take lunch breaks or even leave the correctional center during their lunch time. The matter went to arbitration at the GPSSBC as an unfair labour practice benefits when conciliation failed. The PSA received a favourable award. The award ruled that the respondent's instruction that the applicants remain in the workplace and perform duties during meal intervals constitutes an unfair labour practice. The DCS was directed to allow the applicants to leave the workplace during meal intervals, should they wish to do so, and not require them to perform duties during meal intervals. The DCS was further directed to pay the three applicants compensation as follows: First applicant R15 873, second applicant R15 873, and third applicant R29 181.
- Three PSA members and a shop steward were charged for misconduct as they allegedly participated in unprotected strike action during September 2020. The disciplinary hearing took place, and the three members were found not guilty. The shop steward was found guilty as he allegedly initiated the strike action. He received a sanction of three months' suspension without pay, which he appealed and is awaiting the outcome.

Eastern Cape Department of Social Development

A member employed as a Social Worker Grade 1 lodged a grievance about non-payment of OSD and pay progression. She submitted that all other districts were paid except the Sarah Baartman District she is working for. An unfair labour practice: benefits dispute was declared at the PHSDSBC. During arbitration, parties reached a settlement agreement. The agreement determined that the employer would pay the member her outstanding pay progression for 2017, 2019, and 2021 to the amount of R51 305.75.

Reuben Maleka
GENERAL MANAGER