

Victory for PSA members in Gqeberha

South African Police Service

A member at the South African Police Service was charged with misconduct and was represented by a PSA shop steward. It was alleged that the member neglected his duties or performed his duties in an improper manner by not opening a docket. The shop steward questioned the Chairperson and the employer representative on the existence of the actual case based on the evidence that was made available by the employer. Based on the PSA's submission, the Chairperson found that the employer lacked any evidence to support its case and the member was found not guilty.

National Health Laboratory Services

A member discovered that the employer used an incorrect formula to calculate his overtime payment. The member was represented by a PSA Labour Relations Officer during a grievance hearing. The employer conceded to using the wrong formula and the member was paid all short payments to resolve the matter.

Eastern Cape Department of Transport

- Following a disciplinary hearing, a member was demoted as a sanction. A dispute was declared at the GPSSBC for an unfair labour practice, disciplinary action short of dismissal. During arbitration, the member was represented by a PSA Labour Relations Officer. The Commissioner subsequently found that the member was not guilty of any form of misconduct. Following the re-instatement to his position, the member received backpay of R 277 538.
- A dispute was declared on behalf of a member at the GPSSBC as an unfair labour practice, suspension. A favourable award was issued to compensate the member to the amount of R10 000.

Eastern Cape Department of Health

A dispute was declared on behalf of a group of members employed by the Department at the PSCBC for the Interpretation and Application of PSCBC Resolution 3/2009, for the failure by the employer to implement grade progression after 15 years on the same salary levels. The award was in the PSA's favour and the members were paid a total of R251 759 in back pay.

For November 2023, the PSA Provincial Office in Gqeberha successfully represented members in cases that resulted in compensation of R539 297 for members.

Reuben Maleka
GENERAL MANAGER