

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

03-04-2023

## Victory for PSA members in Mthatha - Eastern Cape

### Department of Rural Development and Agrarian Reform (DRDAR)

Five members approached the PSA for assistance after a presentation was made in a members' meeting, indicating how the PSA successfully represented members in labour disputes.

These five members complained that as Security Officers they are wrongly placed on salary level 2. The PSA investigated the complaints and found that the members were supposed to be placed on salary level 3 in terms of DPSA Circular 10/2019, dated 24 October 2019. The members were accordingly advised to lodge individual grievances for resolution. Grievance meetings were held without any solution and the members declared unfair labour practice disputes related to benefits with the GPSSBC to conciliate. Conciliation failed and the disputes were referred for arbitration.

During arbitration proceedings, the employer offered to settle the matter. A settlement agreement was signed where the employer agreed to place the employees on salary level 3 retrospectively to 1 November 2019 with back pay. The employees were paid R45 590 each according to the Pearsal calculations for the retrospective grading from salary level 2 to salary level 3.

Employees who wish to join the PSA can contact Gilbert Seakamela on 082 906 8804 or [Gilbert.Seakamela@psa.co.za](mailto:Gilbert.Seakamela@psa.co.za). Alternatively, call the PSA Provincial Office in Mthatha on (047) 501 2500.

GENERAL MANAGER