

Victory for PSA members: Eastern Cape

Department of Education

- A total of 17 Housekeeping Supervisors employed by the Department of Education at a special school were incorrectly placed on level 3 instead of level 4. The PSA investigated and found that there was an element of unfair labour practice by the employer. The PSA intervened by referring an unfair discrimination dispute to the CCMA and successfully argued the wrongness of the employer. This resulted in all the employees being put on salary level 4. All the members' salaries were also corrected retrospectively from 1 November 2019.
- In another case, the PSA assisted members to lodge grievances for the employer's failure to pay them for working on public holidays and overtime. Upon diligent argument, the employer had no choice but to accede to the PSA's demand to pay the employees for their public holiday work and overtime according to PSCBC Resolution 3/1999.

Government Pensions Administration Agency

The PSA was approached by a member whose performance bonus was not paid owing to the allegation that he submitted his performance assessment after the due date. The PSA assisted the member until arbitration stage where the award was issued in the PSA's favour and directing the employer to pay the member his performance bonus. The employer attempted to take the award on review and paid more than R200 000 in legal fees instead of paying the member his bonus of less than R2 500 before tax. Upon intervention of the PSA's legal section, sanity prevailed, and the employer paid the employee and terminated the legal processes.

Department of Rural Development and Agrarian Reform

A settlement agreement was signed to place a Security Guard who was incorrectly placed on salary level 2 instead of level 3. The agreement was reached after the PSA's intervention by declaring a dispute of unfair labour practice.

Members are encouraged to make use of the PSA's services and can approach the Labour Relations Officer, Gilbert Seakamela on 082 903 6804 / gilbert.seakamela@psa.co.za.

GENERAL MANAGER