

FOR PSA MEMBERS: **GAUTENG (PRETORIA AREA)**

04-12-2023

Victory for PSA members

Gauteng Department of Health

A member employed in a senior position by the Gauteng Department of Health approached the PSA for assistance after being placed on precautionary suspension for more than six months. The PSA declared a dispute of unfair suspension on behalf of the member. The arbitration award was in favour of the member, with the employer being ordered to immediately reinstate the member, as well as compensation for unfair suspension.

Department of Women, Youth and Persons with Disabilities

In 2020, two PSA members were appointed as Assistant Directors on salary level 9, whilst their positions were graded at salary level 10 because of approved job evaluation results and the organisational structure, respectfully. The members were assisted to lodge grievances relating to unfair labour practice, which remained unresolved. The PSA referred a dispute of unfair labour practice relating to benefits. The award was in favour of the members. The employer was ordered to appoint and backpay the two employees at salary level 10 from their dates of appointment, *i.e.*, 1 April 2020, and 1 July 2020, respectively.

Department of Higher Education and Training

A member approached the PSA after her supervisor irrationally refused to complete performance assessment for her in terms of the PMDS policy. The member was prejudiced in that she lost out on pay progression, an opportunity to qualify for performance bonus, and no growth on her pension fund because her salary remained static. The employer was ordered to comply with its PMDS policy by conducting performance reviews for the 2019/20-, 2020/21, and 2021/22-financial years.

The PSA continues to protect members' rights. Members are reminded to report their grievance to their local shop stewards for advice and speedy resolution. Please contact your shop steward if your PSA membership fee is not reflected on your payslip for the necessary amendments to be done.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER