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FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF HEALTH (PIETERMARITZBURG AREA)

18-08-2023

Victory for PSA member at KwaZulu-Natal Department of Health

A member at the KwaZulu-Natal Department of Health was given leave without pay (LWP) for allegedly taking unauthorised leave of five days. The member reported the matter to the PSA for advice and assistance. After considering the facts of the matter, the PSA was convinced that the member had complied with the provisions of the leave policy as she had reported the intended absence to the employer.

The PSA made several attempts to assist the member and resorted by requesting a bilateral meeting through the labour relations practitioner of the institution. The meeting was eventually set down after a month. In the meeting, the PSA proved that the member had complied with the provisions of the leave policy since, on her return from leave, she submitted a completed leave form to the supervisor as stipulated in the policy. During the proceedings, the employer was unable to prove that the leave without pay metered to member was appropriate.

The Chairperson ruled that the LWP implemented on Persal should be reversed as the member had complied with the provisions of the leave policy.

Employees who want to join the PSA can contact Nandi Dladla, the PSA Organising/Marketing Officer, on Cell/WhatsApp 082 880 8903 / nandi.dladla@psa.co.za.

Make the PSA your Union TODAY!

GENERAL MANAGER