

## Victory for PSA members in Limpopo

### Department of Education

A member approached the PSA with a dispute after the employer failed to pay performance bonuses for the 2018/19-financial year even though the member was rated above expectation. The employer failed to communicate the assessment outcomes, despite numerous requests by the PSA. The non-compliance resulted in the PSA representing the member during arbitration after declaring a dispute of unfair labour practice relating to benefits. During arbitration, the employer still failed to prove that the member did not qualify for a bonus having scored a rating of 4. Consequently, the Commissioner ruled in favour of the member that the employer must pay the employee a performance bonus amounting to R2 131.83 as well as compensation equal to one month's salary amounting to R22 776.08.

### South African Social Security Agency

The PSA assisted a member in a disciplinary hearing after the member was served with allegations of gross dishonesty and dereliction of duties. The chairperson found the member not guilty of dereliction of duties and guilty of gross dishonesty. The PSA believes the chairperson was not fair with the sanction even though the employer failed to prove both allegations during the disciplinary hearing. Subsequently the chairperson meted a sanction of demotion against the member. The PSA assisted the member and appealed the sanction of demotion. Consequently, the sanction of demotion was dismissed.

### Department of Justice and Constitutional Development

The PSA, through a shop steward, assisted two members with a dispute on the date of their cross transfer. The dispute was about the starting date of 1 November instead of 1 October 2023. The shop steward engaged the employer, stating reasons why the members requested for the said cross transfer in the first place. Thereafter the employer granted the stating date of 1 October 2023. The members were requested to do a hand over in preparation to start in October 2023.

### Department of Health

A member approached the PSA for assistance with representation in a disciplinary hearing after being served with allegations of misconduct. The PSA consulted with the member and awaited the date of the hearing. A few days before the hearing, the employer withdrew the allegations levelled against the employee and the member did not have to attend the hearing.

The PSA will do everything in its power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with cases can contact the PSA Provincial Manager at [john.teffo@psa.co.za](mailto:john.teffo@psa.co.za) or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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