Victory for PSA members in Limpopo

Department of Transport and Community Safety

A member was assisted by the PSA to lodge a grievance and later declare an unfair labour practice dispute relating to promotion. The employer failed to promote the member after he was recommended by the interview panel following interviews. The memorandum for appointment was approved by the Head of the Department. The dispute could not be resolved at conciliation whereafter the PSA referred the dispute for arbitration. A settlement agreement was reached whereby the member's promotion would be backdated to 1 November 2017. An elated member was subsequently promoted and received salary arrears of R441 873.

Technical and Vocational Education and Training (TVET)

- A member requested assistance after the employer failed to correctly implement the appointment notch. During arbitration proceedings, the PSA convinced the employer that it had erred in determining the correct salary. A settlement agreement was reached whereby the member's salary will be adjusted and he is paid arrears salary of R218 433 by 31 March 2023.
- Another member approached the PSA for assistance after being served with allegations of misconduct for falsifying records and dishonesty. The PSA assisted the member during the disciplinary hearing. The member was found guilty and was dismissed. The PSA assisted the member to appeal the dismissal sanction. The sanction was then replaced with three months' suspension without pay.

Department of Justice and Constitutional Development

A member approached the PSA for assistance after the employer failed to pay a performance bonus. The PSA represented the member during arbitration. The employer indicated that it wanted to settle the matter and thereafter paid the member R26 432.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or alternatively contact the PSA Provincial Office at (015) 295 0500.

GENERAL MANAGER