

## Update: Victory for PSA members

### Department of Home Affairs

A member applied for a higher post of Local Office Manager in three different areas. She is currently working as a Control Immigration Officer and was shortlisted for neither. She approached the PSA and was advised to lodge a formal grievance. Subsequently, she received a response in that she omitted to indicate her experience on her *curriculum vitae*. A dispute relating to unfair labour practice promotion was consequently declared and the outcome was in the member's favour. The employer was ordered to pay her six months' salary equivalent to R173 319.

### Department of Public Works and Infrastructure

A member was aggrieved about the non-implementation of his grade progression in terms of PSCBC Resolution 3/2009. He sought to be upgraded to the next salary level after meeting all the requirements in accordance with the Resolution. The PSA assisted the member to declare the dispute with the PSCBC and represented him in an arbitration. The arbitration award was in favour of the member, however, the employer failed to comply with the award. The PSA applied to the Director of the CCMA to have the award certified in terms of section 143 of the *Labour Relations Act*. The employer, after receiving the application, decided to comply and implemented the award. The member was upgraded to the correct salary level and backdated with effect from 2020.

Employees who wish to join the PSA can contact Thandiwe Mziyako on 060 962 8512, Sylvia Watkins on 082 880 8940, or the PSA Provincial Office on (013) 741 7500.

GENERAL MANAGER