

## Assistance to PSA members: DEL Mpumalanga

### Transfers within DEL

The PSA learnt over time of the inconsistency of the DEL in approving transfer applications of members. The PSA was shocked to learn that in some instances the DEL would approve transfer applications but frequently rejected applications by PSA members. The rejections were with the uniform reason stating, “operational requirements”. Although a transfer is not a right, the PSA held a meeting with Senior Management in the Province to warn against the discrimination. After the meeting, an agreement was reached that all transfer applications will be dealt with on own merits and no blanket approach will be taken. The DEL should explain what the operational requirements are when the transfer was declined. The employer began scrutinising each application with careful consideration and most members have reported successful transfers.

### Leave without pay deductions

The employer instituted leave without pay against an employee. The argument was that the employee went on leave without the leave applied for being authorised by the delegated authority. The PSA established that the employee applied on time and the delay was caused by the delegated authority. The matter was amicably resolved, and the employee did not suffer undue deduction.

### OHS

The employer had recently issued letters of intention to discipline members since they had opted to vacate the premises of the employer. This was a result of the Labour Centre operating without water for weeks. When learning of the employer’s intentions, the PSA Departmental Structure held a meeting with the Regional Head. The caution by the Structure to the Regional Head and HRM was not heeded. The PSA raised tactical omissions by the employer and the matter was resolved. The intention to issue warnings was discarded. The Labour Centre is currently operating with the use of a water tank.

GENERAL MANAGER