

## Victory for PSA members in Mpumalanga

### Department of Correctional Services

A member, who works as a Professional Nurse, recently discovered that she had not received grade progression. She was unsure of the criteria for progressing to the next grade. After investigation, the PSA noticed that the member was eligible for grade progression. The PSA assisted her to compile a grievance. This led to the employer indicating that it would rectify her grade progression. As a result, the member's notch was corrected, and she received back pay of some R95 004.

### Department of Health

A member was suspended owing to allegations of misconduct and pending a disciplinary inquiry. The employer pressed charges against the member and requested a postponement of the disciplinary hearing. However, the PSA argued that the employer should lift the employee's suspension since it had completed its investigation and there was no reasonable apprehension that the member's presence in the workplace posed any threats or jeopardized the case. The Chairperson ruled in favour of the PSA and lifted the suspension.

### Department of Home Affairs

A member was fulfilling a higher position between April 2022 and August 2022. However, the Human Resources department informed the member that there were no funds available for compensation. The member believed the employer's deceit and kept silent for a year before approaching the PSA for assistance in July 2023. Upon consultation, it was discovered that the member met all the requirements outlined in the GPSSBC Collective Agreement and was eligible for compensation. The member was advised to file a formal grievance, and a dispute was subsequently lodged. In September 2023, the delighted member informed the PSA that an amount of R101 760 had been deposited into the member's account. The dispute was withdrawn owing to the successful outcome.

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GENERAL MANAGER