

## Victory for PSA members in Mpumalanga

### Department of Higher Education and Training

The PSA successfully resolved another salary-notch grievance at the Department of Higher Education and Training. An educator who had improved a qualification, was mistakenly placed on an incorrect salary level. After the PSA intervened and declared a dispute, the Department did not contest the claim and the matter was amicably arbitrated. The member received over R100 000 in backpay and is now being paid on the correct salary notch.

### Department of Basic Education

A member worked overtime to distribute examination scripts and invigilate during November and December 2022 but did not receive payment for the additional work. All other employees who performed the same duties were compensated for their overtime. Despite lodging a grievance, the Department failed to address the issue. The member then submitted a copy of the grievance to the PSA, which resulted in a dispute being declared under the PSCBC Collective Agreement. The matter was settled at arbitration, and the member received payment of more than R8 000.

### Mpumalanga Department of Health

A member filed a grievance as his pay progression was not implemented. The employer did not resolve the grievance and the PSA declared a dispute and referred the matter to the PHSDSBC for conciliation. During conciliation, the employer was unable to settle the dispute. The Commissioner issued a certificate of outcome stating that the matter remained unresolved. The PSA then referred the matter for arbitration. During arbitration, the employer settled the dispute and was given a specific time for implementing the pay progression and making back payment.

### Department of Water and Sanitation

A member lodged a dispute through the PSA regarding his promotion in accordance with the rank designation requirements policy for construction. The matter was taken to arbitration and the award was in favour of the member. In terms of the award, he is entitled to be promoted and all outstanding payments, totaling R82 628, must be made to him.

Employees interested in joining the PSA are requested to contact the PSA Provincial Office in Mpumalanga on (013) 741 7500 or the following PSA employees for assistance:

[Sylvia.Watkins@psa.co.za](mailto:Sylvia.Watkins@psa.co.za) / 082 880 8941 or [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za) / 060 962 8512.

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