

Victory for PSA members in Northern Cape

Department of Sports, Arts, and Culture

Several PSA members at the Department of Sport, Arts, and Culture approached the PSA for assistance after they were permanently appointed on salary level two. They were appointed as such, despite doing the same functions as others who were placed on salary level three. They were advised to follow the grievance procedure after which a dispute was subsequently declared in terms of equal pay for work of equal value. During arbitration proceedings, the employer came to its senses and entered into a settlement agreement to resolve the dispute. The members have now been upgraded from salary two to salary level three.

Department of Education

A PSA member at the Department of Education was precautionary suspended with a disguise as special leave. Inexplicably, whilst the member was on “special leave”, his contract of employment was terminated. The member successfully appealed but was only reinstated nine months after the appeal decision. The PSA subsequently declared an unfair labour practice dispute relating to unfair suspension. The Department tried in vain to argue jurisdiction, claiming that the member was never suspended. However, the Council agreed with the PSA that indeed, the member was suspended. The argument of so-called “special leave” did not hold and Council ruled in the member’s favour. The PSA continued to successfully argue the merits of the member’s case and obtained a favourable award for the member. Council found that the member was unfairly suspended for over 820 days. The employer was ordered to pay him R147 000 by 31 August 2023.

Sol Plaatje University

A member was unfairly dismissed at the Sol Plaatje University for absenteeism. The PSA declared an unfair dismissal dispute with the CCMA and at arbitration, the University entered into a settlement agreement to re-employ the member from 1 August 2023. The member gratefully retained his employment.

Employees who want to join the PSA can call Racquelle Mabindisa on 063 686 7653 and Neo Montse on 082 880 8982. The PSA remains committed to protecting and promoting members’ workplace rights and interests.

GENERAL MANAGER