

Victory for PSA members in Northern Cape

- A member at the Department of Agriculture, Land Reform, and Rural Development in the Northern Cape was compelled to perform duties attached to a lower salary level than what she was appointed on after she lodged a grievance. Although this arrangement was initially supposed to be temporary, it soon became evident that the employer wanted to punish her for lodging a grievance as she was expected to report to a person on salary level 8 whilst she previously reported to a Chief Director on level 13. The PSA declared an unfair labour practice dispute relating to demotion as she was made to report to a salary-level 8 supervisor, whereas she previously reported to a Chief Director at level 13. An award in favour of the member was received when the Commissioner ordered that she was demoted and must be re-instated to a position equivalent to her salary level.
- In another matter, a member had applied for an advertised post at COGHSTA. The member was short-listed and interviewed but was not appointed. The member registered a grievance because of this. The PSA declared an unfair labour practice dispute relating to promotion. The member also used the provisions of section 18(1) of the *Promotion of Access to Information Act (PAIA)* to request information regarding credentials of panel members, submission for the appointment, organisational structure, and score sheets of the incumbent. The employer refused to give the member the requested information. The PSA pursued the matter of disclosure of information in terms of section 16 of the *Labour Relations Act*. A settlement was reached at conciliation when the employer indicated that the required information would be provided to enable the PSA to pursue the promotion dispute.

GENERAL MANAGER