

Victory for PSA members in Western Cape

Department of Correctional Services

- A member at the Department of Correctional Services (DCS) was subjected to harassment and victimisation by the employer. She was suspended and later removed from her position and employed elsewhere outside her job description. She was furthermore subjected to a lengthy investigation for unknown reasons. Although she lodged grievances, the employer never attended to these. The PSA referred the matter as an unfair suspension. The arbitrator ruled in the PSA's favour, ordering the employer to pay compensation of more than R200 000 because of the unfairness.
- Another member at the DCS was charged with sexual harassment almost eight months after the investigation was finalised. Time frames were raised as a point *in limine*, but the chairperson decided that the case must continue. The chairperson found the member not guilty.

Department of Justice and Constitutional Development

- A member at the Department of Justice qualified for a performance bonus for the period 2015/16 and 2017/18, which she did not receive. The PSA referred the matter to the General Public Service Sectoral Bargaining Council as an unfair labour practice benefits dispute. A settlement agreement was reached in which the employer agreed to pay her performance bonus for the said periods. An amount of some R45 000 was paid to the member.
- Another member at the Department was suspended in 2022 pending an investigation. The case was dismissed, and the member returned to work. Owing to his suspension in the financial period 2022, the Department owed him 22 days' annual leave. After no success with his grievance, the PSA referred an unfair labour practice benefits dispute to the GPSSBC. The employer then paid the member some R88 000 before it was set down for conciliation.
- Another member at the Department was charged for theft, gross dishonesty, and negligence in performing her duties with regard to a large sum of money. After discussions with the employer, the charges of theft and gross dishonesty were withdrawn, and the member was only found guilty of negligence. She was given a final written warning and one month's suspension without pay. The member was happy that she was not dismissed and did not lodge an appeal.

Western Cape Department Education

- A member at the Western Cape Education Department approached the PSA after not being successful in receiving her savings from the GEHS when she retired in December 2021. She was re-

employed on a contact basis. The PSA engaged with the Department and confirmation was received that the member received the payment on 15 July 2023.

- A group of members at a school approached the PSA when a post of Hostel Matron was advertised for only one day. This meant that none of them could register their profiles to enable them to apply for the advertised post. The PSA engaged with the Department, which investigated the matter and decided to re-advertise the post. At the same time, the profiles of the members were created on the system, and they can now easily apply for advertised posts that they are interested in. The members were very happy with the PSA's efficient assistance.

Department of Higher Education and Training

- The PSA referred a dispute on behalf of a member regarding his grade progression to a higher salary level, as provided for in Resolution 3/2009. The matter could not be resolved at conciliation, and it was referred for arbitration. Two days prior to the arbitration, the employer confirmed that the member's salary position had been corrected with effect from 1 April 2018 in line with the Resolution. Back pay was also paid to the member and the dispute was withdrawn.
- A member, employed by a TVET College approached the PSA to assist in her gaining recognition for an improved qualification. At the time she had already been trying for four years to obtain this. The PSA pressurised the employer whereafter the qualification was processed, and the monies paid to the member in July 2023.

Department of Public Works

A member experienced challenges regarding a request for a transfer. The PSA engaged with the employer and shortly afterwards the member informed the PSA that the outstanding issues had been addressed and she was successfully transferred to another office in the Department.

GENERAL MANAGER