

Successful cases for PSA members in Western Cape – June 2023

A member was informed that she had been overpaid by nearly R1 400 000. The PSA advised the member, and a letter was drafted raising grounds of prescription and that the employer's legal rights were lost because of their failure to act over a considerable period. Except for a trivial amount the debt was written off.

The DFFE embarked on a restructuring process, without following proper procedures, including consultation. While steering an important project, a PSA member in a senior position, was transferred to a newly established directorate, without a job description or performance agreement. The PSA addressed the matter in writing and with sustained pressure the member's position was restored to her satisfaction.

A PSA member was charged with insubordination because she did not want to amend her Performance Agreement to include cleaning duties. The PSA represented her and successfully proved that the employer is responsible for amendments to her Performance Agreement, and it is impossible for our member to do so herself. All the charges against our member were dismissed.

After being investigated by the employer's Forensic Unit for more than a year, a PSA member suffered severe stress, leading to poor medical and psychological health. The employer's Forensic Unit never informed her of reasons for the investigation, never consulted with her, nor provided her with any progress on the investigation. The PSA liaised with the Forensic Unit's investigators and insisted that the alleged complaints/charges be made available to her. Furthermore, consultations be arranged to keep members informed of developments. The Forensic Unit finally confirmed that the member will not be investigated further and that she is now only assisting with gathering evidence of the fraud. She expressed her gratitude to the PSA.

A member, employed by the Department of Policing Oversight and Community Safety was charged with fraud, via altering a medical certificate, which is a dismissible offence. A PSA shop steward represented him, and he received a sanction short of dismissal. He was satisfied with the sanction and did not lodge an appeal.

GENERAL MANAGER

