

Victory for PSA members in Western Cape

- A member, employed by DHET at False Bay College had a dispute regarding her post level where she believes that she was not remunerated correctly with the employer refusing to do a job evaluation. With the involvement of the PSA, the settlement agreement was reached wherein the employer agreed to do a job valuation on the member's post.
- A member, employed by Northlink College was aggrieved because the employer failed to pay him funds that were contractually agreed to. He was assisted to lodge a grievance and he received the monies due to him.
- A shop steward employed by Health and Wellness was charged with serious allegations relating to failure to execute his professional duties. After a meeting held with our FTSS, the allegations were withdrawn.
- An unfair labour practice relating to promotion dispute was referred on behalf of our member, who is employed by the Department of Justice. A settlement agreement was reached during July 2023, but the employer never implemented it. After obtaining a signature from the Commissioner on the settlement agreement during October 2023, our member received her appointment letter promoting her from Salary Level 5 to Salary Level 7. She also received backpay for 12 months, which was due to her as contained in the settlement agreement which is now fully implemented.
- A member, employed by the Department of Defence in Bredasdorp was aggrieved for not receiving an Acting Allowance for a period he acted during 2015/2016. An application for condonation was successful, after which it was set down for arbitration. At arbitration, a settlement agreement was reached. An amount of approximately R130 000 must be paid to our member by 15 November 2023.
- A member employed in Department of Correctional Services, Western Cape, was aggrieved because the Deputy Regional Commissioner (DRC) delayed approving her transfer. She had been waiting since January 2023. After putting pressure on the DRC, this was eventually approved wef November 2023. The member expressed her appreciation.
- A member employed by the Department of Correctional Services is suffering from PTSD after being attacked by an offender. The Department refused ill health retirement even after substantial

medical recommendations. The PSA referred a dispute to the GPSSBC, after which the department approved the application. The member is extremely thankful.

- A member, employed by the Department of Cultural Affairs and Sport was very upset as she complained she has no privacy in the open plan office area. When she raised this with her supervisor, they conflicted. With the involvement of PSA, a meeting was held, and it was agreed that the member be transferred to a new walk-in office where she will be liaising with the public and managing the walk-ins in the office, with retention of salary. The member was very excited and satisfied with our assistance.

Reuben Maleka
GENERAL MANAGER