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FOR PSA MEMBERS: **DEPARTMENT OF HOME AFFAIRS (DHA)**

09-04-2024

Victory for PSA members: DHA payment of overtime

The PSA has been at the forefront of keeping the employer accountable for paying employees for overtime and ensuring that members are not forced to take day-offs as payment. This was affirmed by the Constitutional Court Judgement obtained on the matter by the PSA, which ruled against the employer when it was making employees work on weekends without paying them overtime. This victory restored fairness to members and ensured that members are not exploited by being forced to open offices on weekends and work without being paid overtime.

The PSA noted the announcement by the Department to open offices on 6 April 2024, 13 April 2024, and 20 April 2024, which are three consecutive Saturdays for the ID campaign. The Department approved overtime for these Saturdays and all employees who have been scheduled to work should be paid.

The PSA has also assisted employees who were made to work overtime to support the voting registration and preparations for elections in November 2023 and February 2024. The overtime payment for both periods was outstanding until the PSA represented members and confronted the employer on the issue. After the PSA's intervention and grievances lodged by some employees, the employer approved the submission to pay the overtime. All members who worked in November 2023 have been paid and the employer is in the process of paying the overtime for February 2024.

The PSA further demanded that the employer should pay the overtime worked by employees in the Inspectorate Unit in 2023, which is still outstanding. The information of members who should be paid was submitted to the employer by the PSA and the employer indicated that a submission has been made for approval.

The PSA remains committed to defending employees' rights and promoting their interests.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER