

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF WATER AND SANITATION

02-09-2024

Intimidation of PSA representatives during bilateral meeting

Members are aware of the unfortunate incident that took place during a bilateral meeting on 20 May 2024 where the Deputy Director: Strategic Support (DD) rudely interrupted the PSA representative, making it difficult for him to present issues. Even though the employer representative apologised on behalf of the DD, he maintained that he did nothing wrong and cannot apologise and there is no need for anyone to apologise.

The PSA could not allow the situation to go unchallenged and resolved to escalate the matter to Management. Subsequently, a meeting was held with the Director: Labour Relations on 14 June 2024 where the PSA leadership demanded that disciplinary processes be instituted against the DD or that he must retract his utterances and provide a written apology. However, the Director undertook to escalate the matter to management and to report back to the PSA as soon as the matter was finalised. The PSA has been patiently waiting for the outcome as there is no room for intimidation and bullying of union representatives in the workplace.

Finally, the outcome was received on 30 August 2024, confirming that the employer will ensure that the DD refrains from assuming speaking rights during bilateral engagements between labour and employer representatives when there is no specific agenda item officially assigned to him for an official response. The response assumes that there was no clarity of roles for the DD, however, the PSA maintains that the bullying and intimidation cannot be attributed to misunderstanding of the role. The PSA will not take the matter further and is looking forward to cordial and robust engagement with the employer in future meetings without disrespect and intimidation, particularly from those without speaking rights. Although the outcome indicated that Management found no basis for subjecting the DD to disciplinary processes, it remains the PSA's position that his behaviour on the day was not acceptable and hopes that such behaviour would not be displayed by any employer representatives. The PSA is the recognised Union in the workplace, and majority Union for that matter, and deserves respect. The PSA Chairperson, Cde Ramonetha is not acting on his own behalf but represents the Union and is empowered by the legislative framework to advance members' issues. The PSA will go at length to protect him and any other representative who is disrespected and intimidated by the employer.

Members who have matters that need attention are urged to submit these to Cde Ramonetha at ramonethan@dws.gov.za.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957/ paulina.moloto@psa.co.za.

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