

FOR PSA MEMBERS: **EASTERN CAPE (GQEBERHA AREA)**

05-03-2024

Victory for PSA members in Eastern Cape (Gqeberha area)

Eastern Cape Department of Social Development

A member at the Eastern Cape Department of Social Development lodged a grievance for not being appointed to the post she applied for. She was a Social Worker applying for a higher Social Worker Supervisor: Grade-1 post. The grievance remained unresolved, and an unfair labour practice promotion dispute was declared with the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC). During arbitration, it was proven that she was in fact the best candidate and that her employer failed to promote her. The ruling was in favour of the member, and she was promoted from Social Worker to Social Worker Supervisor: Grade 1 with effect from 12 February 2024.

Department of Higher Education and Training

A member was placed on an incorrect salary level, compared to her colleagues. When this matter was raised with the PSA for intervention, the member was advised to lodge a grievance regarding the grading of her post. A grievance meeting was scheduled with the employer. After lengthy discussions on the merits of the member's case, the employer agreed to rectify its mistake by upgrading the member from salary level 6 to salary level 7. The member was then paid R181 131 calculated on her backpay.

Reuben Maleka
GENERAL MANAGER