



FOR PSA MEMBERS: GAUTENG (JOHANNESBURG AREA)

02-05-2024

Victory for PSA members: Johannesburg area

Department of Home Affairs

The Department recently charged various PSA members with allegations dating back as far as 2014 and 2015. The PSA represented these members. At Harrison Street Office, the PSA represented two members who were charged for issuing birth certificates in 2015 to alleged illegal immigrants. The PSA argued that owing to the period that had passed between the time when the offense was said to have occurred and the date when the members were charged, witnesses could not recall the details of the incidents. This meant that the right to a fair process was being violated and the employees charged would not be able to defend the charges because of the time that had lapsed, the death/resignation of key witnesses, and the general lack of evidence. The Presiding Officer agreed and found the members not guilty.

Department of Health

- A member was suspended from duty for longer than 90 days. This prejudiced her as her performance was not assessed. She lodged a formal grievance but was ignored by the employer. The PSA declared a dispute for "disciplinary action short of dismissal". The case was finalised successfully by the PSA. The employer was ordered to pay one month's salary as compensation for unfair suspension. The employer was also ordered to uplift the suspension.
- Two members submitted their performance-assessment documents for 2022/23 but did not get pay progression. The reason stated by the employer was that their performance-assessment documents were misplaced. The PSA advised the members to lodge a formal grievance. The case was resolved at grievance stage when the Human Resource official facilitated reassessments and ensured that the affected employees received their pay progression with backpay.
- A member submitted a grievance after submitting her housing allowance documents and the employer failing to implement. The reason stated by the employer was that the member did not submit documentation. The PSA advised the member to lodge a formal grievance, which was ignored by the employer. The PSA referred an interpretation and application dispute to the PSCBC. At pre-arbitration between the PSA and the employer, it was proven that documentation for application of housing allowance was submitted by the member. The case was resolved through a settlement outside the Bargaining Council in that the member will get paid her housing allowance retrospectively from the date of initial submission of housing allowance application forms.

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 Organising/Marketing Officers: Sibusiso Ndzala: 082 880 8964 / sibusiso.ndzala@psa.co.za, Mandy Modise: 082 880 8952 / mandy.modise@psa.co.za or Katlego Mooketsi: 082 880 8935 / Katlego.mooketsi@psa.co.za.

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