

FOR PSA MEMBERS: **LIMPOPO**

12-04-2024

## Victory for PSA members in Limpopo

The PSA's Provincial Office in Limpopo was approached by employees at Rivoni Special School in Elim. They were appointed as House Fathers and were not paid their night-duty allowance despite several attempts to get the employer to pay them this allowance. In terms of their contract of employment, they were appointed with a condition that they will work from 07:30 to 16:30. The employer has, however, forced them to work night shift as well without any form of compensation. They were working from 18:00 to 07:30 in the morning as the employer indicated that they were needed at night to take care of learners. Further, owing to inadequate staffing, they were expected to work the whole month without resting, which was a violation of the *Basic Conditions of Employment Act* that provides for rest period for employees. The PSA assisted the members to file grievances as there was a clear violation of their rights.

As expected, the employer did nothing even after the receipt of the grievances. Subsequently, the PSA declared a dispute in terms of PSCBC Resolution 3/1999, which deals with the remunerative allowance and benefits of public servants. It was only after the employer noted the seriousness of the matter in pursuing the matter that it started to show interest in addressing the matter. The submission was promptly drafted for the HOD's approval for the affected employees to be paid night-duty allowance. The matter could not be resolved at conciliation and was referred for arbitration, which was set down for a hearing. On the date of the hearing, the employer produced approved submissions and Persal print outs, showing that the members are now paid the night-duty allowance. Furthermore, they are no longer working for the entire month without rest. The new working arrangement is seven nights and seven days off, which the employees are happy with as the new arrangements allow them to rest and be fresh to resume their shifts.

The PSA will do everything in its power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at [john.teffo@psa.co.za](mailto:john.teffo@psa.co.za) or WhatsApp 079 513 9856. Further, members who are working night duty without being paid an allowance, particularly at special schools, are urged to immediately approach the PSA for assistance.

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

Reuben Maleka  
GENERAL MANAGER