

FOR PSA MEMBERS: LIMPOPO

18-04-2024

## Victory for PSA Members in Limpopo

### Department of Agriculture and Rural Development

A member requested assistance when the employer informed her of R6 882.04 additional debt she was responsible for, after having paid an amount of R17 819.72 over a period of five years. The debt was incurred after she had taken responsibility for damage to her official laptop. During the grievance hearing, the PSA held that at no stage had the member been informed that interest would be accrued should the debt not have been paid off over a period of 12 months. An agreement was reached after lengthy deliberations, and approval was granted to write off the interest. Members are urged not to sign any acknowledgement of debt before first satisfying themselves of all the facts regarding options of buying a replacement (which is usually much cheaper than the employer replacing an item through service providers) and interest. Members must consult with shop stewards or the PSA for proper advice.

### Department of Health

- A member was assisted when her efforts to secure a cross transfer were met with no response after almost a year of engaging with the employer. The PSA intervened and followed up with both districts until both districts had given approval and had made the necessary submissions to the Head Office for approval. Whilst following up the matter, it came to the PSA attention that the cross transfer had further been delayed as the district office had provided incorrect personal details of the member (she had recently got married and had changed her surname). The member was informed and immediately submitted her marriage certificate and identity document and the details on the submission were corrected. The member was kept informed until the cross transfer was affected.
- The PSA declared a dispute on behalf of a member who had been on precautionary transfer since May 2023. During conciliation, the PSA argued that it was unfair for the employer to transfer the employee as a precautionary measure for more than eight months where the disciplinary code provides that the employer must hold the hearing within one month or 60 days, whereafter the Chairperson of the hearing must decide on postponement. The employer argued that cost constraints had prevented it from finalising the investigation into allegations of misconduct. Although an agreement was not reached at conciliation, the employer informed the PSA that the precautionary transfer had been uplifted.

The PSA will 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.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

Reuben Maleka  
GENERAL MANAGER