

Victory for PSA members in Limpopo

Department of Justice and Constitutional Development

A member, appointed as an Assistant Director, requested assistance when the employer failed to grant him pay progression following his grade progression from Level 9 to Level 10. The employer had firstly delayed the implementation of his grade progression, which was eventually implemented in November 2022 with backdated effect to 1 October 2017. The employer argued that the member did not qualify for pay progression following grade progression as he “had already benefitted”. The member had been on the maximum notch of Level 9 since 2012. The employer was unwilling to entertain his grievances and enquiries. Condonation was granted by the PSCBC to deal with the interpretation and application of a collective agreement dispute and the PSA convinced the employer at arbitration that the member had indeed been treated unfairly. Fortunately, the member’s performance had been assessed yearly. A settlement agreement was reached that he will receive his yearly pay progression since the grade progression and paid all arrears on or before 31 May 2024. The PSA will monitor the situation to ensure full implementation of the agreement.

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A member requested assistance when he received a letter from the employer, requesting him to respond to serious allegations of misconduct, including misuse of state property and displaying disrespect towards others in the workplace. The PSA assisted with detailed representations as to why disciplinary action should not be taken, including highlighting that discipline is not a punitive but a corrective measure and showing remorse by taking full responsibility for actions, appealing to the employer to give an opportunity for redemption. The member was subsequently given a verbal warning instead of being subjected to the stressful process of being charged.

Department of Health

A member requested assistance when the employer had not allowed him to return to his duties as Driver following disciplinary proceedings in March 2021. He had been transferred as a precautionary measure in October 2020 after allegations of abuse of a state vehicle and utilised as a switchboard operator. The PSA held that the employee had been served with a sanction of one month’s suspension without pay at the time and that it was unfair not to have uplifted his precautionary transfer. Following several interactions with the employer, the member’s precautionary suspension was uplifted and he will resume his duties as Driver.

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 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 contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER