

## Victory for PSA members

### Department of Correctional Services

A member in this department was appointed to “act” in a higher position from 2021 without being paid an acting allowance. She made several submissions regarding the non-payment of the allowance which was not honoured. After much frustration and discouragement, she approached the PSA for intervention. The PSA engaged the employer and seeing that the employer was not keen to resolve the matter, a formal grievance was lodged. The serious and diligent pursuit by the PSA made the employer realise their own error hence they undertook to pay the member the acting allowance which she duly deserved. Finally, the member was paid her acting allowance amounting to R107 038,00.

### Department of Social Development

A member in this department was due for grade progression in April 2023, from Social Worker Grade 1 to Grade 2, but the member could not be grade progressed as the department is notorious for flouting the collective agreement pertaining to grade progression. The department frustrated the member by failing to provide information when the member sourced clarity on why she was not grade progressed. It must be noted that the member was on a personal salary notch since she waited for her grading. She then approached the PSA which intervened until the employer issued her a letter of grade progression. The member was grade progressed in February 2024 and in March 2024, and subsequently paid an amount of R20 808,00.

### Department of Water and Sanitation

A member was unfairly dismissed whereafter the PSA declared a dispute on behalf of the member as the Union cannot tolerate the trampling of members rights by the employer. Upon pursuit of the employer for justice for the member, the employer offered to settle the matter although it was clear that the member was no longer interested in working for the department after this horrendous treatment plus, he already secured alternative employment. All the member wanted was to clear his name as the dismissal record against his name would create problems for him when seeking employment elsewhere or even returning to the public service in the near future. Subsequently, the employer agreed with the PSA's demand that the dismissal be replaced with a resignation hence the member was allowed to submit a resignation letter. The employer implemented the settlement, and the dismissal status was replaced with the resignation status on persal thus the member is free to contest for posts in government institutions if he so wishes in future.

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 to 079 513 9856.

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).

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