

FOR PSA MEMBERS: LIMPOPO

31-07-2024

Victory for PSA members in Limpopo

Department of Agriculture

A member approached the PSA for assistance after receiving a notice to attend a grievance meeting to make representation why he must not be transferred to another office more than 200 km from his station, based on restructuring. The grievance meeting arose from the employer serving the member with a letter of transfer. The PSA attended the grievance meeting and presented reasons why the member could not be moved to the requested institution but rather be transferred to another institution closer to his home. The employer took note of the representation by the PSA on behalf of the member. The employer requested time to investigate and suggested that the departmental employee-wellness program be invoked. After about four months of waiting for a response, the employer served the member with a letter to transfer him close to his home. The member was happy and thanked the PSA for the intervention.

Department of Social Development

A member approached the PSA for assistance after the employer served the member with allegations of misconduct and subsequently found the member guilty. The chairperson meted a sanction of demotion and two months' suspension without salary. The PSA assisted the member to declare a dispute of disciplinary short of dismissal. The matter could not be resolved during conciliation and consequently the PSA referred the matter for arbitration. At the arbitration hearing, the employer settled the matter by uplifting the member's demotion and reducing the two months' suspension to one month's suspension. The member accepted this and signed a settlement agreement.

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 or with enquiries can contact the PSA Provincial Manager at john.teffo@psa.co.za / WhatsApp 079 513 9856.

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

Reuben Maleka
GENERAL MANAGER