

FOR PSA MEMBERS: **MPUMALANGA**

15-03-2024

Victory for PSA members in Mpumalanga

Department of Higher Education and Training

A member at the Department of Higher Education applied for a homeowner allowance increase as soon as she became a homeowner and submitted all the required documentation. The employer failed to adjust her increment and correctly place her as a homeowner on the system. The member approached the PSA and was advised to lodge a formal grievance. A dispute relating to the interpretation and application of the collective agreement was declared. The member subsequently received some R11 000 as back pay of the increment erroneously forfeited.

Department of Basic Education

- Five gross misconduct charges were laid against a member at a school. The charges were related mainly to theft and fraud. The member approached the PSA for assistance and representation. The PSA successfully bargained for some of the charges to be withdrawn and the member was left with only three charges to respond to. The PSA assisted the member with representation whereafter a one-month suspension without pay was meted by the Chairperson. The member was elated to receive a lenient sanction considering the almost inevitable dismissal that was being faced.
- Nkangala District shop stewards had for some time been on the heels of the Department owing to non-compliance with the Human Resources Recruitment and Selection process. An irregular appointment was made even after the whistleblowing of a PSA shop steward who had been observing the interview process. The pursuance of the PSA shop stewards into the matter led to disciplinary action being taken against the incumbent. The incumbent faced charges of misrepresenting and misleading the Department with a resulting guilty finding. The hardworking and elated shop stewards welcomed the guilty report as it meant the irregular appointment would be nullified.

Employee interested in joining the PSA are requested to contact the following PSA employees for assistance: Sylvia.Watkins@psa.co.za / 082 880 8941 or Thandiwe.Mziyako@psa.co.za / 060 962 8512.

Reuben Maleka
GENERAL MANAGER