



# INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: MPUMALANGA

17-04-2024

## Victory for PSA members in Mpumalanga

### Department of Forestry and Fisheries

The Department gave a member the run around after meeting the requirements as per PSCBC Resolution 3/2009. The member completed 15 years of service and met satisfactory performance ratings for two recent consecutive years. The member unsuccessfully approached the Human Resources unit. He then approached the PSA and was advised to lodge a formal grievance and a dispute was consequently declared. On the day of the arbitration, the member was provided with a formal outcome letter, indicating the progress of his notch and a back pay of R50 000 that will be paid retrospectively.

### Department of Home Affairs

In the arbitration ruling of an Immigration Officer, the Commissioner agreed with the PSA that the Department was in contravention of the disciplinary code. The code is clear that an appeal ought to be finalised within 30 days. The Department took more than eight months to pronounce the outcome, which had psychological effects on the member. The argument was presented before the Commissioner who then awarded the member procedural unfairness to the amount of R29 000, accruing interest.

### Department of Education

An educator at a school was victimized by a school principal. The school principal, without following any procedure, relinquished the member of duties without any reason. The member approached the full-time shop steward for assistance who, in turn, approached the PSA. An urgent meeting with the school principal was called. The school principal still emphasised his unilateral decision. The PSA advised the member lodge a grievance to declare a dispute. An urgent meeting was held with the district office management, given the urgency of the matter. During the opening of the new school term and still within the 30-day grievance period, the member phoned the full-time shop steward to express gratitude that duties had been reinstated. The PSA is in possession of the letter from the Department, expressing an apology and confirming the member's reinstatement of duties.

Employees interested in joining the PSA can contact the following PSA employees for assistance:

[Sylvia.Watkins@psa.co.za](mailto:Sylvia.Watkins@psa.co.za) / 082 880 8941 or [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za) / 060 962 8512.

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