



# INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: DEPARTMENT OF EMPLOYMENT AND LABOUR - MPUMALANGA

09-04-2024

## Victory for PSA members in Mpumalanga

### Non-implementation of performance incentives

A total of 44 members were unduly excluded by the employer who failed to process their performance bonuses and pay progressions for the financial year 2018/19 and 2019/20. The employees complied with all requirements of the Performance Management Policy. Despite the internal investigation reports being in favour of the employees, the employer continued to deny them their deserved benefits. The members approached the PSA Labour structure to share their frustration in which a dispute was declared with the GPSSBC. The PSA is pleased to announce that all deserving members were fully compensated in line with the applicable prescripts.

### Homeowner savings allowance (GEHS)

A member applied for the release of his homeowner allowance savings as soon as he bought a house and submitted all required documentation to the employer. The employer failed to process the payment for more than ten months after the claim was lodged without any reasonable explanation. The member reported the issue to the PSA Labour structure and submitted undisputable evidence that proves follow-ups were made and not responded to by the employer. The PSA engaged with the employer and the employee subsequently received R18 821.20.

### Victimisation of dedicated employee

An employee was victimised for forcing the employer to comply with COVID-19 regulations in July 2020, which led to the non-complying office being closed in line with Occupational Health and Safety guidelines. As a result, the employer denied the official suitable office space and resources to perform her duties effectively for more than two years. The PSA wrote a representation on behalf of the member and engaged in a robust discussion with the employer. Eventually, the employee was allocated office space and resources to enable her to perform duties effectively.

Any employee interested in joining the PSA can contact the following PSA employees for assistance:  
[Sylvia.Watkins@psa.co.za](mailto:Sylvia.Watkins@psa.co.za): Cell 082 880 8941 and [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za): Cell 060 962 8512

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