

## Victory for PSA members in North West

### Department of Cooperative Governance and Traditional Affairs

A member in the department together with his supervisor finalised and timeously submitted his performance assessment report for the period 2021/2022 financial year to the Human Resources Section. In May 2022, the Human Resources section returned his assessment report for corrections, and he immediately corrected the document. Upon receipt of the member's corrected document, HR informed the member through a letter that his assessment will not be considered as he submitted it late. The member was not satisfied with the response from the HR and lodged a grievance. The employer did not deal with his grievance to his satisfaction, and he approached the PSA for assistance. The PSA declared an unfair labour practice dispute relating to benefits on his behalf. At arbitration, the commissioner ruled that the employer did subject the member to unfair labour practice and ordered the employer to finalise his performance assessment.

### Department of Justice

A member was charged with misconduct emanating from the supply chain processes. After the PSA represented the member successfully, the chairperson found the member not guilty on all counts.

### Department of Education

A member working in the Department of Education was having a problem with the supervisor, who did not want to assess him or sign his leave forms. The member approached the Office for assistance and a meeting was held on 22 January 2024. The meeting was protracted as the supervisor was very reluctant to accept that he was wrong, but at the end he was shown his mistakes and he agreed to sign the PMDS as well as the members application for temporary leave forms.

The PSA will continue to assist members with all their work-related problems.

Reuben Maleka  
GENERAL MANAGER