



FOR PSA MEMBERS: **EASTERN CAPE (GQEBERHA AREA)**

04-06-2025

Victory for PSA members in Eastern Cape

Department of Correctional Services

- A member faced charges for allegedly failing to conduct a pat-down search in 2023. The PSA's Full-Time Shop Steward argued that the prolonged delay in initiating the hearing was unjustifiable. The Department failed to provide valid reasons for this delay, leading to the dismissal of the case.
- In an arbitration case, a member was suspended without pay for three months for participating in an alleged illegal strike. The PSA successfully contested this action, resulting in a favourable arbitration award. The Department was ordered to reimburse the member R107 103 for the suspension without pay period.
- A member was dismissed for alleged assault whilst under the influence. The PSA challenged the dismissal, and the arbitration concluded in the PSA's favour. The member was reinstated, although without back pay as the member was found to be under the influence of alcohol.

Eastern Cape Department of Health

- During arbitration, a settlement agreement was reached that a member would receive a grade progression effective from 1 February 2020. The Department is to pay R175 961.73 by 31 July 2025, recognising the member's rightful career advancement.
- A member faced a misconduct charge, leading to an informal hearing. The outcome was a written warning coupled with counselling, ensuring a fair and constructive resolution.

Community Education and Training

A member's application for qualification improvement from REVQ 10 to REVQ 14 was initially declined. After lodging a grievance and with representation from a PSA Full-Time Shop Steward, the matter was referred to the Council. During arbitration, a settlement agreement was reached that the Department has to process the qualification improvement by 15 August 2025.

These successes underscore the PSA's dedication to defending members' rights and ensuring fair treatment in the public service. The PSA is steadfast in its mission to support and represent members with integrity and professionalism.

Reuben Maleka
GENERAL MANAGER