



FOR PSA MEMBERS: **EASTERN CAPE - GQEBERHA AREA**

07-08-2025

Victory cases successfully dealt with by the PSA

The PSA continues to deliver on the Union's commitment to defend and advance the rights of members across departments. Each of the following cases is a testament to the power of union representation, and the importance of speaking up when fairness is at stake.

Department of Transport

A member applied for a position as a Labour Relations Officer on salary level 8, only to discover that he was appointed on level 7 instead. When he queried this, the employer claimed that it was a mistake owing to the post not existing at level 8 on the structure. After unresolved grievances and delays, the PSA took the matter to the GPSSBC as an unfair labour practice (promotion). A settlement agreement was reached. The member will receive R88 880.06 in backpay.

Department of Health

- Members were being scheduled for extra hours beyond their rosters. With the help of a dedicated shop steward and PSA support, new and fair duty rosters were issued, restoring proper working hours for all involved.
- A member who relocated to the Eastern Cape in 2022 was entitled to claim resettlement costs, but the Department delayed payment. After PSA support and referral to the PHSDSBC, an award was issued in the member's favour. The Department must pay R33 908 in compensation.
- A medical doctor faced serious misconduct charges, including patient neglect. The PSA ensured that the member received fair representation during the process. The member received a sanction short of dismissal, *i.e.*, one-month suspension without pay, a final written warning, and referral to the employee assistance programme.

Department of Correctional Services

- A member who faced delays in her grade-progression grievance received R239 493.53 payment after continuous follow-up by the PSA until the grievance was resolved.
- A member's TIL application was unfairly declined, with money deducted from her salary. The matter was referred to the PSCBC, and PSA representation secured an award. The employer must refund the member an amount of R6 466.18.

- A member had leave without pay deducted in error. The PSA took the case to the GPSSBC, and the arbitration award instructed the employer to refund the member an amount of R1 567.85.

Department of Home Affairs

A member lodged a formal grievance against a colleague. With PSA representation during the grievance meeting, the matter was handled swiftly and resolved to the satisfaction of the members.

These victories reflect the strength of the PSA's collective voice. Whether it is unfair appointments, delayed payments, incorrect rosters, or representation in misconduct cases, the PSA stands with every member.

Reuben Maleka
GENERAL MANAGER