



FOR PSA MEMBERS: **EASTERN CAPE – MTHATHA AREA**

23-05-2025

Victory for PSA Members in Eastern Cape – Mthatha area

Department of Social Development

A member at the Department of Social Development was assisted by the PSA in lodging a grievance that had been ignored by the employer. The matter was subsequently referred for arbitration concerning the interpretation/application of Resolution 1/2009 regarding grade progression to Social Worker Grade 2. At arbitration, the PSA proved its case on a balance of probabilities and the Commissioner ruled that the member be grade progressed to Grade 2 with backpay of R97 866.01.

The PSA encourages all the Union's members in the Department of Social Development to approach the PSA Provincial Office for assistance and guidance on work-related challenges. Non-members are invited to join PSA to enjoy the protection of their rights.

Department of Home Affairs

A member at the Department of Home Affairs was subjected to a progressive disciplinary hearing wherein a final written warning was issued. Unhappy with the final written warning, the member approached the PSA for assistance. The member was assisted in filing an appeal, but the appeals committee upheld the warning. The PSA declared a dispute at the GPSSBC for an award setting aside the final written warning. The Commissioner found that the employer had committed an unfair labour practice in terms of section 186 of the *Labour Relations Act* and ordered that the warning be destroyed as if it never existed.

Join the PSA today for full representation in all the workplace issues by contacting Zingisile Mgxaji:
zingisile.mgxaji@psa.co.za / WhatsApp 082 880 8959.

Reuben Maleka
GENERAL MANAGER