

Victory for PSA members

South African Health Products Regulatory Authority (SAHPRA)

- The PSA successfully assisted a member who lodged a grievance when the salary was stopped and was unpaid. The PSA referred the matter to the CCMA and at conciliation parties agreed to negotiate a settlement. The PSA negotiated and a settlement was reached wherein the member was paid the outstanding salary.
- In another matter, a member was charged with misconduct regarding dereliction of duty and insubordination. The member was found guilty. After strong mitigations were submitted by the PSA, the member was issued with a final written warning and two months' suspension without pay despite the charges warranting a dismissal.

Gauteng Department of Health (GDoH)

- A member was suspended in November 2024. No disciplinary hearing was held, and the member was removed from the GDoH premises. The matter was referred to the GPSSBC for unfair suspension. After much persuasion by the PSA, parties agreed to settle the matter with the member returning to work.
- Another member was charged with misconduct regarding dereliction of duty. After a lengthy disciplinary hearing, the Chairperson found that the employer had not proved the merits on a balance of probabilities that the member committed misconduct. The GDoH could not bring a witness who could substantiate the charges.

Department of Water and Sanitation (DWS)

- A member's pension start date was captured incorrectly. The member lodged a grievance and after the grievance was not attended to by the DWS, the PSA referred the matter to the GPSSBC. At the arbitration, the DWS did not want to proceed with the hearing and indicated that the starting date would be rectified. The pension date has been rectified.
- Another member was unfairly suspended by the DWS as the suspension had exceeded the stipulated 60 days. The PSA referred the matter to the GPSSBC. After conclusion of the arbitration, the Commissioner found that the DWS had committed an unfair labour practice and ordered that the member be paid one month compensation.

The members expressed gratitude for the PSA's support and successful resolution to their matters. The PSA is committed to providing strong representation in all matters.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER