

Victory for PSA members: Pretoria

Government Printing Works (GPW)

The PSA successfully assisted a member from GPW against allegations of theft and collusion. The member was charged and appeared in a disciplinary hearing for misconduct relating to theft and collusion of GPW security vehicle licensing documents. The PSA, amongst other things, presented to the chairperson of the disciplinary hearing that there was no evidence that the items were in possession of the member, that the items were found on another employee, and there was no evidence that the employee intended to give them to the member. The PSA submitted to the chairperson of the hearing that there was no *prima facie* evidence by the employer's witnesses that the member committed theft and collusion. The chairperson agreed with the PSA that the member's version was more believable than that of the employer. The chairperson concluded that the employer failed to discharge the onus of proof on a balance of probabilities that the member is guilty of misconduct and concluded and determined that the member is not guilty.

Department of International Relations and Cooperation (DIRCO)

A member was aggrieved about not being shortlisted for an advertised vacancy at DIRCO. The PSA assisted the member in referring a dispute with the General Public Service Sector Bargaining Council (GPSSBC). After much persuasion and presenting evidence by the PSA to the employer, the employer realised it would be fruitless to continue with arbitration, as the evidence presented by the PSA was undisputed evidence of wrongdoing. The PSA with the employer managed to come to an amicable settlement for the member, for payment of 4 months' salary compensation. The member was paid.

Department of Military Veterans (DMV)

A PSA member was placed on precautionary suspension for a period of 10 months contrary to the prevailing prescripts. PSA referred a dispute on behalf of the member for unfair suspension to the GPSSBC. The PSA rigorously prosecuted the arbitration by presenting evidence and cross-examining the employer's witnesses. After the PSA submitted its convincing closing arguments, the commissioner issued a favourable award for the member. The commissioner ruled that the member was subjected to unfair labour practices and ordered that the member immediately return to work and be paid compensation equal to two months' salary.

Department of Water and Sanitation (DWS)

A member was aggrieved in that she qualified to be promoted in terms of the Promotion Policy of DWS. After engaging with the employer and with no resolution, the member lodged a grievance. The employer failed to deal with the grievance accordingly. The PSA referred a dispute on behalf of the member to the GPSSBC. At the arbitration hearing, DWS requested a postponement, which was vehemently opposed by the PSA, and the commissioner ordered that the matter proceed. Following the order to proceed, the parties agreed to settle the dispute in favour of the member. It was agreed that the member be promoted from salary level 8 to salary level 9 notch 1 from 1 July 2025.

The member has expressed satisfaction with the PSA's support and successful resolution of their matters. The PSA remains 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