



FOR PSA MEMBERS: **GAUTENG – JOHANNESBURG AREA**

09-09-2025

Victory for PSA members

Gauteng Department of Health

- A member was struggling with the non-implementation of pay progression and approached the PSA for assistance. The member was advised to lodge a grievance, which was not resolved. The PSA declared a dispute and at arbitration, the employer conceded that it has not complied with the PMDS Policy and took a decision to comply by implementing the outstanding pay progression.
- Three members reported to the PSA that the employer did not implement grade progression. The members were advised to lodge formal grievances. The employer invited the employees and the PSA representative to a grievance meeting. The employer conceded to non-implementation of the PMDS Policy and undertook to implement grade progression by 15 October 2025.

Department of Justice and Constitutional Development

A member was charged with misconduct. At the disciplinary inquiry, the Presiding Officer ordered the employer to refer the member to an Employee Wellness Practitioner to assist the member to deal with personal issues. Charges were thereafter withdrawn.

Property Practitioners Regulatory Authority

Members referred a matter to the PSA after the employer's refusal to pay overtime. The matter was referred to the PSA for further handling. The case was referred to the CCMA. At conciliation, the employer conceded to the wrongfulness of non-payments of overtime worked. The case was resolved to the members' satisfaction.

Gauteng Department of Education

A member was charged with misconduct. At the disciplinary inquiry, the PSA raised serious preliminary points, which were overwhelming to the employer. The employer eventually withdrew the charges against the member.

The PSA will continue to pursue members' issues in every process. Members can count on the PSA to protect their rights.

Reuben Maleka
GENERAL MANAGER