



FOR PSA MEMBERS: **GAUTENG (PRETORIA AREA)**

03-09-2025

Victory for PSA members

Gauteng Department of Health

The PSA successfully assisted a member whose six-month contract was not renewed. The PSA referred the dispute for the non-renewal of the contract. At the arbitration, parties agreed to conciliate the matter. After strong negotiation from the PSA, parties agreed to settle the matter. The member agreed to be paid three months compensation in settlement and is satisfied.

Department of Mineral Resources and Energy

A member was denied an upgrade to salary-level 10 despite performing the duties of salary-level 10. The PSA referred the dispute for arbitration. At the arbitration, the witnesses of the employer confirmed that the post was graded at salary-level 10. The Commissioner found that the employer had committed an unfair labour practice and that the member be upgraded to salary-level 10. The Commissioner also awarded compensation.

Department of Forestry, Fisheries and the Environment

The PSA represented two members in an arbitration that was referred to the GPSSBC. The dispute concerned the non-renewal of the members' fixed-term contracts. The members' contracts have been rolled over since 2015 until April 2024. In the arbitration, the PSA argued that the Department created an expectation that the contracts would be renewed. The Commissioner found that the PSA's arguments were convincing and that the members had a reasonable expectation that their contracts would be renewed. The Commissioner also found that the Department committed an unfair labour practice. He awarded that the members must report for work, including compensation plus one month salary.

Department of Public Works and Infrastructure

A member was charged with misconduct relating to three counts related to sexual harassment. The member pleaded guilty to the charges. The PSA submitted persuasive and fortified mitigation circumstances to the Chairperson of the disciplinary hearing. The Chairperson was persuaded by PSA's arguments and instead of issuing a sanction of dismissal, the member was sanctioned with two months' suspension without pay, including counselling.

The members expressed gratitude for the PSA's support and successful resolution of 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