



FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT (PIETERMARITZBURG AREA)

27-06-2025

Victory for PSA members

The National Department of Agriculture issued a document concerning norms and standards for Extension Officers in 2009, which would guide the process of the translation of Extension Officers to Agricultural Advisors. Provincial departments adopted the document with the approval of the provincial administration. The said adoption necessitated the initiation of job evaluations that were conducted at national level since these had to be done in a coordinated manner.

The employer received the outcome of the job evaluation in 2013 and implemented the job evaluation model by translating Extension Officers to Agricultural Advisors, provided they met the requirements, namely a four-year degree in agriculture, to be translated to Agricultural Advisors (salary level 8), or a four-year degree in agriculture with three years' experience to be translated to Senior Agricultural Advisor (salary level 9).

Employees who qualified were translated accordingly. Those who did not qualify were assisted with bursaries to upgrade themselves to the required qualifications. Remaining Extension Officers, appointed against posts of Agricultural Advisors would be translated to Agricultural Advisors as soon as they completed their qualifications.

PSA members were advised to submit grievances after they become aware that employees from other districts were translated after the employer implemented norms and standards for extension advisory services. Employees were translated from Agricultural Advisors (salary level 8) to Senior Agricultural Advisors (salary level 9), a process that started in 2009. The PSA subsequently declared a dispute in 2019 of which the arbitration award was in favour of PSA members, ordering the employer to translate the members from Agricultural Advisor (salary level 8) to Senior Agricultural Advisor (salary level 9), backdated from the date they qualified.

The employer made an application to review the award at the Labour Court in 2019 but was not successful. The PSA then made an application in terms of section 158(1)(c) of the *Labour Relations Act (LRA)* to make the arbitration award an order of Court. The Labour Court ruled in favour of the PSA on 19 June 2025 and made the arbitration award a Court Order on 10 October 2019, in terms of section 158(1)(c) of the *LRA* 66 of 1995.

This is a victory for the PSA members who have been waiting for justice for six years.

Members are encouraged to bring any labour-related matters to the attention of PSA shop stewards or contact the PSA Provincial Office in Pietermaritzburg on (033) 392 7600 or the PSA Labour Relations Officer, Mbongeni Mbanjwa, on 082 880 8966 / mbongeni.mbanjwa@psa.co.za.

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GENERAL MANAGER