



FOR PSA MEMBERS: LIMPOPO

02-05-2025

Victory for PSA Members

SOUTH AFRICAN SOCIAL SECURITY AGENCY (SASSA)

A PSA member appointed as an Assistant Director Human Resources was charged with serious misconduct. The employer accused the employee of breaching confidentiality by violating the *Protection of Personal Information Act 4 of 2013*, regarding access to personal information, also citing that the member had acted as a witness for an applicant in CCMA Arbitration proceedings, where she disclosed personal information of job applicants. Following assistance by the PSA, the member was handed down a sanction of a Final Written Warning and one month suspension without pay as an alternative to dismissal following compelling arguments in mitigation.

Border Management Authority (BMA)

A member in Home Affairs Department, was charged by the BMA for aiding and abetting illegal immigrants. It was noticed that the member was not working for BMA and the employer was not aware. The PSA Full Time Shop Steward (FTSS) represented the member in the hearing and points in *limine* were raised to the employer that the member was employed by the Department of Home Affairs and that the BMA does accordingly not have jurisdiction to discipline the member. It turned out that the BMA and Department of Home Affairs did not have any relationship regarding labour issues as each department is independent from another. The employer requested for an adjournment to verify our point in *limine* and all the allegations levelled against the member were later dismissed.

Department of Justice

A PSA member was not paid pay progression for 2023/2024 financial year despite the fact that he complied with all necessary requirements for pay progression. He lodged a formal grievance and the employer did not address the grievance until the matter was escalated to PSA. The Union of Choice did not waste time and declared a dispute of unfair labour practice relating to benefits. During the arbitration, the employer reverted to try and conciliate in an attempt to settle the dispute. Settlement was subsequently reached between the PSA and the employer, but the employer failed to implement the award to pay as per settlement agreement.

The PSA referred the matter to the council in terms of *Section 142A of the Labour Relations Act* to make the settlement agreement an arbitration award which compelled the Department to implement the settlement agreement and adjust the members salary. The member was subsequently paid R24 235,35.

The PSA will do everything in its power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Acting Provincial Manager at phillip.maponya@psa.co.za or WhatsApp him on 082 880 8967.

Employees who want to join the PSA can contact Paulina Moloto on 082 880 8957, Lawrence Muvhango on 082 880 8995 or call the PSA Provincial office on (015) 295 0500.

Reuben Maleka
GENERAL MANAGER