



FOR PSA MEMBERS: **LIMPOPO**

11-06-2025

Victory for PSA members

Department of Education (DoE)

Two members employed as House Fathers at Rivoni School for the Blind were successfully represented during arbitration proceedings when the Department of Education failed to pay them a night-duty allowance in terms of Resolution 3/1999 that they were entitled to. The PSA led evidence that the members submitted their night-duty register and claims for the night-duty allowance monthly to the principal without being paid. Of more concern, the members were not able to take annual leave as they were not allowed to leave learners without House Fathers. The employer was ordered to pay the members with back-dated effect to their dates of appointment as House Fathers amounting to R59 700.24 and R22 981.46 respectively by 30 June 2025. The PSA will ensure that the arbitration award is implemented.

Limpopo Provincial Treasury

The PSA successfully challenged a decision by the Limpopo Provincial Treasury regarding the employer's failure to promote a member to a post on the level of Deputy Director, despite the recommendations by the interview panel. The Arbitrator found that the employer committed an unfair labour practice as the recruitment and selection process was procedurally unfair and granted compensation to the amount of R62 021.25 equivalent to one month's salary.

The PSA will protect members' rights and promote their interests as service excellence is an important value of the PSA.

Members needing assistance with their cases can contact the acting PSA Provincial Manager at phillip.maponya@psa.co.za. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER