



FOR PSA MEMBERS: **LIMPOPO DEPARTMENT OF HEALTH**

25-07-2025

PSA secures major victory for members

The PSA successfully intervened in a long-standing dispute involving several employees at the Limpopo Department of Health who were negatively impacted after undergoing career transitions. These employees, initially appointed as Administrative Clerks, Telecom Operators, Housekeeping Supervisors, Driver/Messengers and others, were offered an opportunity by the Department to train as Nursing Assistants. However, upon completing the training and being officially translated into the Nursing Assistant role, they were placed on personal salary notches that exceeded the minimum notch of the new position. As a result, they were excluded from pay progression benefits, effectively making them financially worse off despite their career advancement.

The Department's action drew concern from the PSA, particularly after the DPSA confirmed that it was incorrect for the Department to retain non-OSD salary structures for employees translated into OSD-regulated Nursing Assistant roles. It was clear that those affected were not informed about the implications of the release for training as Nursing Assistants and the subsequent appointment of such on salaries.

Thanks to the relentless efforts of PSA shop steward, Stanley Tshisevhe at Witpoort Hospital, the matter was vigorously pursued through multiple meetings and consultations. As a result, affected employees were offered the option to revert to their original positions, restoring their eligibility for cost-of-living adjustments, pay progression, and grade progression benefits. His efforts ensured the same victory for 16 affected PSA members and non-members in four Districts.

On 30 June 2025, PSA members were elated to see their corrected salaries paid, marking the end of a frustrating and unfair chapter in their careers. The PSA commends Mr Tshisevhe for his unwavering commitment, passion, and tireless advocacy in protecting the rights and dignity of members. His actions reflect the PSA's dedication to fairness, justice, and the well-being of public servants.

The PSA will do everything in the Union's 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 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.

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