



FOR PSA MEMBERS: **EDUCATION LABOUR RELATIONS COUNCIL (ELRC) - LIMPOPO**

24-07-2025

PSA shop steward secures constructive outcome in grievance case involving Deputy Principal

The PSA Provincial Office in Limpopo is pleased to recognise the effective intervention of a PSA shop steward currently participating in the PSA's Shop Steward Mentoring Program.

The shop steward recently played a key role in resolving a complex grievance involving a Deputy Principal who also serves as the Head of Department for Commerce at a high school under the Department of Education. At the start of the school year, the acting Principal reassigned the member from her Commerce teaching duties to Life Orientation classes for junior grades, citing the R&R (Reorganisation and Rationalisation) process. Despite the member's formal objection, the Principal failed to address the concern and later reassigned all her teaching responsibilities to junior teachers.

The Deputy Principal approached the PSA for support, and a grievance was formally lodged. During the initial meeting, the Principal reinstated the Commerce subjects but warned that these could be withdrawn again if learner performance did not improve. The PSA viewed this as a form of intimidation and escalated the matter to the District Office after the Circuit Manager failed to take appropriate action. In a subsequent meeting with the District Director, it was confirmed that there is no policy allowing a Deputy Principal to be removed from core teaching subjects. The Director emphasised that the R&R process was not intended to be used for personal agendas and noted that removing the member from Grade-12 teaching despite her achieving a pass rate of 80% in 2024, was unjust.

The following resolutions were reached in line with labour relations and ELRC frameworks:

- The member will continue her duties as Deputy Principal, teaching both Life Orientation and Business Studies.
- The Deputy Principal will be allocated an office in the administration block, adjacent to the Principal's office, to support effective school leadership.
- The Principal was advised to consult official job descriptions before making staffing decisions that affect other employees.

This outcome reflects the PSA's commitment to fair labour practices and the protection of members. The Union commends the shop steward for the professionalism, persistence, and sound understanding of workplace procedures.

Members in need of assistance are encouraged to contact the acting PSA Provincial Manager at phillip.maponya@psa.co.za. Employees interested in joining the PSA can reach out to Lawrence Muvhango at 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto at 082 880 8957 / paulina.moloto@psa.co.za.

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