



FOR PSA MEMBERS: **MPUMALANGA**

12-06-2025

Victory for PSA members in Mpumalanga

Department of Employment and Labour

The PSA is pleased to report a positive outcome for a member who had been subjected to unfair treatment by her employer. The member had not received pay progression for the 2021/22-financial year, despite making several attempts to engage the Human Resources Management at provincial level to resolve the matter. In addition to the unpaid pay progression, the member faced unjustified deductions from her salary, resulting in significant financial hardship. She subsequently approached the PSA's Department of Employment and Labour structure for assistance. The matter was escalated to the Head Office for intervention. The PSA is proud to announce that the long-overdue complaint has been amicably resolved, and the member received back pay of R38 851.

Department of Education

The PSA recently welcomed a significant number of School Governing Body (SGB) employees from a local high school into the Union's membership. Shortly thereafter, one of the newly recruited members faced a serious allegation involving the alleged theft or unauthorised removal of school property, an offence that could warrant dismissal. The member, represented by the PSA Provincial Office, pleaded not guilty during the disciplinary hearing. After due process, the member was acquitted of the charge, as the employer's case was found to lack sufficient credibility and supporting evidence.

Department of Health

- A member complained about the deteriorated accommodation of the employer that was worsening her medical condition. The grievance was submitted to the employer. A meeting was arranged with the senior management and the member was transferred to a nearby facility that will allow her to be working and staying at home, to avoid more health complications.
- The PSA also assisted a member who was aggrieved about an unlawful deduction from his salary. An amount of R3 741.35 was deducted in four months, indicated as an accommodation fee. Upon the PSA's intervention, the employer admitted that there was an omission, and the member was reimbursed.

Reuben Maleka
GENERAL MANAGER