



FOR PSA MEMBERS: **MPUMALANGA**

25-06-2025

Victory for PSA member in Mpumalanga

Department of Health

A member, based in Gauteng, lodged a dispute through the PSA Provincial Office in Mpumalanga concerning his non-shortlisting for a promotional post at the Mpumalanga Department of Health. Despite submitting multiple written enquiries to the Department regarding the timing of interviews and the status of the post, the member received no response. Subsequently, a dispute was declared with the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) on the grounds of an alleged unfair labour practice relating to promotion. At arbitration, the employer raised a point *in limine*, arguing that the PHSDSBC lacked jurisdiction to hear the matter owing to the member not having registered a formal grievance. However, the PSA argued that according to the Grievance Rules, *the lodging of a grievance in such cases is optional; a grievance may be registered by an official, not mandatory*. The Commissioner accepted the PSA's argument and ruled that the PHSDSBC does have jurisdiction to hear the matter. The case will now proceed to arbitration, with a hearing date pending.

Employees interested in joining the PSA are requested to contact the following PSA employees for assistance: Sylvia.Watkins@psa.co.za / 082 880 8941, Thandiwe.Mziyako@psa.co.za / 060 962 8512, or the PSA Provincial Office in Nelspruit on (013) 741 7500.

Reuben Maleka
GENERAL MANAGER