



FOR PSA MEMBERS: **MPUMALANGA**

12-08-2025

Victory for PSA members: Department of Justice and Constitutional Development

Temporary Incapacity Leave

The PSA successfully defended a member's rights in a matter involving Temporary Incapacity Leave (TIL). The member approached the PSA Provincial Office after the employer declined a TIL application and indicated that the period would be converted to leave without pay, resulting in salary deductions. The PSA immediately engaged the employer and lodged a formal grievance on behalf of the member. Multiple grievance meetings were held to address procedural and substantive concerns. The PSA emphasised the employer's obligation to apply the relevant policies and assess medical evidence fairly before penalising an employee. As a direct result of the PSA's intervention, the TIL application was approved in full. No deductions were implemented, and the member's salary remained intact. This outcome reinforces the PSA's commitment to defending the rights and benefits of members, ensuring that no employee is unfairly prejudiced through administrative failures or misapplication of policy. Members are urged to report any similar incidents to the PSA immediately for urgent intervention.

Unlawful salary deductions reversed

The PSA was approached by a member who faced unfair deductions from his salary. The deductions were made for days on which he attended criminal court proceedings as a witness on behalf of the employer. Despite fulfilling his duties, the employer recorded the days as unpaid leave (LWP). The member raised the matter with his supervisor, who refused to assist. The PSA intervened and referred to the dispute to arbitration to challenge the unlawful deductions. A day before the scheduled arbitration, the employer reversed its position and reimbursed the member for the deducted amount. This was a direct result of the PSA's intervention and commitment to defending members' rights. In addition, the PSA successfully assisted the member with a transfer owing to ill health, ensuring that his working conditions were aligned with his medical needs. The member expressed satisfaction with the assistance. The PSA will continue to protect members against unfair labour practices and hold employers accountable.

Employees interested in joining the PSA are requested to contact Sylvia Watkins on 082 880 8941 / Sylvia.Watkins@psa.co.za OR Thandiwe Mziyako on 060 962 8512 / Thandiwe.Mathabela@psa.co.za.

Reuben Maleka
GENERAL MANAGER