



FOR PSA MEMBERS: **NORTHERN CAPE**

23-05-2025

Victory for PSA members

Department of Social Development

Several PSA members at the Northern Cape Substance Treatment Centre Child and Youth Care, approached the PSA with a dispute. The dispute was owing to a failure by the Department of Social Development and Welfare to provide them with certificates after completing formal training. In 2020/21, the Northern Cape Department of Social Development partnered with the CEFA (Continuing Education for Africa) through the HWSETA and *Glicam* to train a hundred Child and Youth Care Learners. The total cost of funding was R1 650 000. It was expected that the DSD would ensure timely payments for trainees. However, the DSD defaulted on payments, and CEFA withheld the original certificates, causing significant difficulties for members. Without the certificates they would not be able to update their status with the South African Council for Social Service Professions. They would run the risk of deregistration and being unable to practice, as per the regulations of the *Social Service Professions Act*. The consequences were far-reaching, affecting not members' careers and the Department's ability to provide quality services. The PSA took the matter up with the Department whereafter the members were issued their certificates.

Department of Education

An Educator member at the Department of Education was injured at work after being assaulted by parents at school and subsequently developed chronic medical conditions. Owing to challenged health, he applied for Temporary Ill-Health Leave (TIL) in 2024. In March 2024, his salary was "frozen" and affected his medical aid in the process. Upon enquiry, it was discovered that his *TIL* application was not submitted by the principal. His salary for March 2024 was only paid in April 2024, but the medical aid was not deducted. Inexplicably, the Department of Education then only paid one premium of the medical aid after two months. This resulted in the medical-aid scheme terminating the member's benefits. The PSA challenged this as an Unfair Labour Practice relating to Benefits in terms of the *LRA* as amended, *section 186(2)(a)*. The PSA won the matter, and the member was awarded a compensation of R110 370.75.

The PSA will continue to protect members' rights.

Reuben Maleka
GENERAL MANAGER