



FOR PSA MEMBERS: PRETORIA

06-10-2025

Victory for PSA members

Department of Mineral and Petroleum Resources (DMPR)

The PSA successfully assisted a member who lodged a grievance regarding failure to upgrade salary level 8 to the evaluated level 10. After the employer failed to deal with the grievance, the PSA referred the dispute to the GPSSBC. At the arbitration, the employer proposed to settle the matter, which was accepted by the member. After strong negotiation from the PSA, the parties agreed to settle the matter. The member agreed to twelve months' compensation, upgrading from level eight to ten effective from 1 September 2025.

Department of Agriculture Land Reform and Rural Development (DALRRD)

A member submitted mid-term performance reviews in November 2022 for the 2022/23 cycle. The Department failed to grant the member a two notch increase pay progression. The member lodged grievances and the Department indicated in the grievance outcomes that the member submitted their performances unreasonably close to the deadline of 3 November 2022. The PSA referred the dispute to the GPSSBC and at arbitration oral and documentary evidence was presented. There was a postponement of the matter and when the matter proceeded, the Department, proposed to settle the matter. The member agreed to settle negotiations. The PSA presented meticulous submissions regarding the settlement of the matter. A settlement was reached for retrospective implementation of the two notches pay progression including salary scale adjustment and back pay of notches and related bonuses and benefits.

National School of Governance (NSG)

The PSA represented a member whose employment was terminated owing to misconduct. The PSA referred the matter to the GPSSBC and at arbitration, the PSA argued that the member was unfairly dismissed substantively. The Department, owing to the strong case presented by the PSA, proposed to settle the matter, to which the member agreed. After fruitful engagements in the settlement proposal, the parties agreed to six months' compensation and to change the service record from dismissal to ill retirement owing to health. The member was satisfied with the outcome.

South African Revenue Service (SARS)

A member was charged with misconduct relating to dishonesty and inappropriate behavior in that the member failed to disclose information, which was requested and shared without authorisation. At the

hearing the PSA proved that the member was honest and managed sensitive information properly. The witnesses of the employer could not present evidence on a balance of probabilities that the member committed misconduct. The chairperson of the hearing was satisfied with the PSA's defense of the matter and could not agree with the Department's case. Accordingly, the chairperson found the member not guilty of all the charges.

Members have expressed gratitude with the PSA's support and successful resolution to their matters. The PSA remains committed to providing strong representation in all matters.

Employees who want to join the PSA can visit the PSA's website at www.psa.co.za or contact any PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER