



FOR PSA MEMBERS: **EASTERN CAPE – GQEBERHA AREA**

22-05-2026

Victory for PSA member at Department of Social Development

A member at the Department of Social Development (DSD) in Gqeberha had an unfair labour practice dispute in terms of benefits, specifically pay and grade progression. The member initially pursued the matter internally without any positive outcome or assistance from the employer. When the matter was brought to the PSA's attention for intervention, the member was advised to lodge a grievance, which also was not successful. Subsequent to that, a dispute was declared with the PHSDSBC Chamber, which conciliated and later arbitrated.

During arbitration, a PSA Full-Time Shop Steward represented the member. The main contestation was that the member was employed since 2010 as a Social Worker Grade 1 and before she worked for the DSD, she had 17 years prior experience and consistently performed above average. PHSDSBC Resolution 1/2009 provides for career pathing, pay progression based on performance, and grade progression. Based on experience and performance the member should have been translated to Grade 2 Social Work Supervisory from 1 April 2016.

The Commissioner found that the applicant met all requirements for grade progression as she had more than ten years' service with consistently satisfactory/above-average performance. The Commissioner ruled that the respondent committed an unfair labour practice and that it must translate the member to Social Work Supervisor Grade 2 by 29 May 2026 and pay her back pay of R568 537 also by 29 May 2026.

Reuben Maleka
GENERAL MANAGER