

Victory for PSA members

Department of Basic Education

In the Butterworth area, a PSA member faced an unfair challenge after being promoted to State Accountant (Level 7): District Budget Planning in Amathole District. The person challenging the promotion argued that she should never have been shortlisted, claiming interns were not fit for supervisory roles. The PSA's skilled representative dismantled this claim, proving that interns are eligible to apply when they meet inherent requirements for the job; that the member met all requirements; and outperformed every other candidate in the interviews. The Commissioner agreed in the ruling that her promotion was fair, merit-based, and beyond reproach. This ruling is yet another powerful reminder that the PSA fights relentlessly for the Union's members, ensuring fairness, justice, and dignity in the workplace.

Eastern Cape Department of Health

- A PSA member employed by the Department of Health as a General Worker was charged by the employer and the following allegations were levelled against her: Insubordination and sleeping on duty without authority. The member approached the PSA for representation as the allegations were so serious that dismissal was the appropriate sanction. At the hearing, the PSA applied for dismissal of the allegations as it was clear that at some point the member had an injury that was treated by the same Department with some recommendations that were not complied with by the same employer. The application for dismissal of the charges was granted by the Chairperson, and employer was forced to comply with the doctor's recommendation.
- An artisan employed by the Eastern Cape Department of Health lodged a grievance for unpaid PMDS despite qualifying for this. The grievance was ignored by the employer and the PSA declared an unfair labour practice dispute to the PHSDSBC for arbitration after failed conciliation. At an arbitration hearing parties concluded a settlement agreement wherein the member would receive R14 223 coupled with 1.5% salary increase as per the PMDS policy.

If you have not joined the PSA, do not hesitate to contact the following Organising/Marketing Officers:
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