



FOR PSA MEMBERS: **GAUTENG - PRETORIA AREA**

07-08-2026

Victory for PSA members

Department of Water and Sanitation

The PSA assisted a member in arbitration over the Department's decision not to grant the member a 1.5%-pay progression for the 2022/23 PMDS cycle. The Department argued that the performance assessment was never received by Human Resources (HR) and therefore the member was recorded as non-compliant. The PSA vigorously and meticulously showed evidence that the member and the supervisor completed and signed the PMDS, that the established practice was for the supervisor to submit employees' PMDS assessments in bulk to HR, and that the member handed the completed assessment to the supervisor. The department could not prove that the assessment was never submitted and acknowledged weaknesses in its record-keeping process. The Commissioner found the member's assessment was likely mishandled and that it was unfair to penalise the member. The Commissioner found that the Department committed an unfair labour practice relating to benefits by withholding the pay progression. The Department was ordered to implement the applicant's 1.5%-pay progression for 2022/23 and pay all arrear remuneration. The PSA acknowledges the shop steward, Mr K Chokoe, for assisting the member in this regard.

Gauteng Department of Education

- The PSA successfully represented a member at the CCMA who was dismissed for alleged contravention of the Department's financial policies. At the arbitration, the PSA challenged the procedural fairness of the dismissal, especially on the grounds of inconsistency. Without admission of liability by either party, the matter was resolved through a settlement agreement. The member will receive compensation, and the Department will provide the member with a neutral reference.
- In another matter, the PSA represented six members in an arbitration concerning a dispute regarding the implemented standardised salary structure. The members alleged that the employer failed to pay the outstanding backpay and bonus payments. The PSA referred the matter to the CCMA, and at the arbitration, the employer requested that the matter be conciliated. During the conciliation, through PSA persuasion, the employer undertook to settle the outstanding back-pay amounts. A settlement agreement was reached in which the Department agreed to pay the members. The members have expressed gratitude for the PSA's support and successful resolution of their matters.

The PSA is committed to providing strong representation in all matters. To join the PSA, contact the following PSA Organising/Marketing Officers:

molefe.mosaka@psa.co.za / 082 880 8927
perma.thobela@psa.co.za / 082 880 8929
madimetja.mautla@psa.co.za / 078 455 6166
angelica.jacobson@psa.co.za / 071 893 0760

Reuben Maleka
GENERAL MANAGER