

Victory for PSA members in Limpopo

Every day, PSA members are protected against workplace risks ranging from unpaid benefits to serious disciplinary action. The following cases highlight how PSA membership serves as labour insurance when members need it most.

Department of Justice and Constitutional Development

Two Social Workers were left out of pocket when their pay progression was not implemented in line with the occupational-specific dispensation (OSD), which provides for a 3%-salary increase every two years. Their grade progression was also overlooked. After struggling for more than 13 months to resolve the issue on their own, the members turned to the PSA. Through persistent engagement and expert representation, the PSA secured payments of R94 758.96 and R58 519 for the affected members. Without the PSA's intervention, these members may never have received what was rightfully theirs. When your job is on the line, the PSA steps in. Workplace mistakes and allegations can happen to anyone, and it is important to have the right protection.

Department of Employment and Labour

A Labour Inspector faced serious misconduct charges after a rented vehicle under his responsibility was involved in an accident and required procedures were not followed. The employer viewed this as a breakdown of trust and pursued the matter. The member was found guilty on all counts and handed a sanction of one month suspension without pay. Without proper representation, cases such as these can easily result in dismissal.

Department of Agriculture

A member was charged with working for another employer whilst on temporary incapacity leave, a serious offence that could have resulted in dismissal. The PSA's intervention made the difference, through strong mitigation, a sanction of two months' suspension without pay, as an alternative to dismissal, was handed down.

Limpopo Department of Economic Development, Environment and Tourism

A Field Ranger faced dismissal after a controlled burning incident led to significant damage of more than R5 million. Charges included insubordination and contraventions of safety legislation. After presenting

compelling arguments, the sanction was reduced to three months' suspension without pay as an alternative to dismissal.

Why PSA membership matters

These cases demonstrate that PSA membership is not just a subscription, but labour insurance. It protects members when:

- The employer fails to pay what is due
- Facing disciplinary action
- A career and income are at risk

Join the PSA

With the PSA, members have access to expert representation, strong legal support with proven results offering peace of mind. **Do not face workplace challenges alone!** When things go wrong, having the PSA on your side can mean the difference between **loss and recovery, dismissal and retention, stress and support**. The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za. Members needing assistance with their cases can contact the PSA Provincial Manager at andry.mnisi@psa.co.za.

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