



FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF HEALTH

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## PSA secures major victory: Danger allowance award for nurses exposed to psychiatric risks

Every day, PSA members rely on more than just representation, they rely on protection. When workplace rights are ignored, the PSA steps in. This case is a clear example of how your membership works as labour insurance when it matters most. In a groundbreaking arbitration award, the PSA has secured a victory with far-reaching implications for more than 100 nurses in Limpopo Province, nurses who have long been denied well deserved compensation for the risks they face when working with psychiatric patients. During arbitration, it emerged that at least five similar disputes referred by other unions were withdrawn, leaving affected employees without recourse. The PSA did not walk away instead it stood firm and pursued justice. The PSA declared a dispute on behalf of two members after the Department of Health failed to implement the danger allowance in terms of the applicable collective agreements, Resolution no 4/2015.

The members included nurse working in the Out-Patient Department (OPD), and a nurse working in a designated psychiatric ward at Philadelphia Hospital. Both were regularly exposed to working with psychiatric patients as part of their daily duties. Despite this, the employer refused to pay them Standard Danger Allowance in line with the resolution, on the basis that:

- OPD patients are “not diagnosed as psychiatric patients”, and
- There is no policy governing nurses working in psychiatric wards within general hospitals

The PSA successfully challenged this position head-on, arguing that the employer’s stance contradicts both the wording and the purpose of the applicable collective agreements which constitutes a clear misapplication of a binding agreement. The Arbitrator ruled in favour of the PSA member working in the psychiatric ward, finding that:

- The Department failed to comply with the Resolution
- The employer is legally obligated to pay the danger allowance

In respect of the OPD nurse, the matter is still ongoing, with the PSCBC set to hear further evidence to determine eligibility. Members will be kept informed as developments unfold. The PSA remains committed to defending members’ rights and advancing their interests, with service excellence at the core of everything we do.

Employees who need assistance may contact the Acting PSA Provincial Manager at [phillip.maponya@psa.co.za](mailto:phillip.maponya@psa.co.za).

**Want to join the PSA?**

Contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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