

## Victory for PSA members

### Department of Education

A PSA member faced a disciplinary hearing involving three main charges, with an alternative charge of gross negligence, related to the procurement of laptops for the MEC, HOD, and school principals. The matter originated from a whistleblower report and was subsequently escalated by political parties to the Office of the Premier in Mpumalanga. The allegations centred on procurement cost, with laptops reportedly purchased at R92 000 each. The member, who is employed in the procurement section, was responsible for facilitating communication between the end user (IT section) and the service provider. It is important to note that the end user granted approval for the procurement. The member pleaded not guilty to all charges. Following a lengthy disciplinary process, the member was found not guilty on all counts. The member expressed satisfaction with the support and representation received from the PSA.

### Department of Water and Sanitation

A PSA member lodged a grievance against the employer concerning a promotion in terms of the Rank Designated Requirements (RDR) Policy. In accordance with the Policy, employees who have completed two years of service in their current rank and meet the prescribed requirements qualify for promotion to the next level. This provision applies specifically to employees in the Construction Unit of the Department. The member, employed as a Principal Driver on salary level 5, met the requirements for promotion to Chief Driver on salary level 6. However, the employer declined the promotion, citing non-compliance with clause 4 of the RDR Policy, which requires employees to demonstrate proficiency and utilisation in operating specific heavy-duty vehicles. The Commissioner ruled in favour of the member, finding that the member possessed the required competencies and was capable of rendering the expected services. The Commissioner further noted that the employer's failure to utilise the member's skills should not disadvantage the employee. Consequently, the employer was directed to upgrade the member to Chief Driver on salary level 6 with effect from 1 July 2025. The member expressed satisfaction with the assistance and representation provided by the PSA.

### Join the PSA

Employees who wish to join the PSA can contact Silvia Watkins - [Silvia.Watkins@psa.co.za](mailto:Silvia.Watkins@psa.co.za) / 082 880 894, Thandiwe Mziyako - [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za) / 060 962 8512 or the PSA Provincial Office – (013) 741 7500.

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