

FOR PSA MEMBERS: **NORTH WEST**

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## Victory for PSA members

### Department of Water and Sanitation

- In a successful intervention, the rights of a member were effectively protected. The employer had intended to place the member on leave without pay, without following correct procedures. Recognising the irregularity, a shop steward in the Department promptly intervened and submitted a formal letter to the employer, clearly outlining the non-compliance of the proposed action. Following this intervention, the employer reviewed the matter and acknowledged the concerns raised. As a result, the decision to place the employee on leave without pay was withdrawn. The transaction was subsequently cancelled on the Persal system.
- In another, matter several officials had long been due for their grade progression but the employer failed to implement these progressions within the required timeframes. Recognising this injustice, the PSA took decisive action by formally challenging the delay and engaging persistently with the employer to ensure compliance. Through sustained intervention and dedicated advocacy, the PSA successfully compelled the employer to act. As a result, the members have now received their rightful grade progressions. After a prolonged struggle, this outcome has brought immense relief and satisfaction to the affected members, who have expressed their gratitude for the support provided by the PSA.

These cases highlight the importance of Union representation and demonstrate the PSA's ongoing commitment to protecting members.

Employees who wish to join PSA can contact: Nozi Monaisa: 082 8808 8992 / [nozi.monaisa@psa.co.za](mailto:nozi.monaisa@psa.co.za)  
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