



InformUS



FOR PSA MEMBERS: **NORTH WEST**

26-03-2026

## Victory for PSA members

### Department of Water and Sanitation

A member lodged a grievance in relation to a promotion in terms of the Rank Designated Requirements (RDR) Policy. Employees who have completed two years in their current rank and meet the prescribed requirements qualify for promotion to the next level. The provision applies to employees in the Construction Unit of the Department. The member, employed as a Learner Industrial Technician on salary level 3, met the requirements for promotion to the post of Industrial Technician on salary level 7. The employer, however, declined promotion. The PSA declared a dispute with the Bargaining Council on behalf of the member. The employer, seeing that there was no way out, promoted the member from the post of Learner Industrial Technician to Industrial Technician.

### Department of Social Development

A member acted in a higher post in terms of the Public Service Regulations, but the employer declined her acting allowance payment. The member approached the PSA for assistance. The PSA declared a dispute with the Bargaining Council. The employer settled the matter at arbitration stage. The member was satisfied with the action taken by the PSA.

### Department of Public Works and Roads

A member served a probation period successfully and the employer hesitated to confirm the probation for a period of four years. The member approached the PSA for assistance. The PSA robustly engaged the employer on behalf of a member. The employer then confirmed the member's probation within a week. The member's remuneration date has now been moved from the last day of the month to the 15<sup>th</sup>. The member applauded the PSA for the swift assistance.

For new membership, please contact Nozi Monaisa - 082 880 8992 or Isiah Rangata - 083 340 8981.

Reuben Maleka  
GENERAL MANAGER