



FOR PSA MEMBERS: **WESTERN CAPE DEPARTMENT OF EDUCATION**

03-08-2026

Victory for PSA member!

Resolution of acting allowance grievance

The PSA is pleased to announce the successful resolution of a grievance matter concerning a member. Over a six-month period, the member acted in a Director's position, receiving monthly appointment letters and fulfilling all duties without any negative feedback. Despite this, the member's acting allowance was delayed owing to uncertainty over approval mandates. Through structured grievance procedures, representation by the PSA and the Full-Time Office Bearer, Natalie Adams, during the arbitration process the matter was resolved successfully. The member received the full acting allowance for the six-month period.

This case highlights the importance of:

- **Clear mandates** in appointments and remuneration.
- **Proper documentation** to support claims.
- **Grievance escalation** when internal processes fail.
- **Collective representation** to ensure fairness and accountability.

The PSA commends the perseverance shown and thanks all involved for their professionalism and dedication. This outcome reinforces the PSAs commitment to protecting members' rights and ensuring equitable treatment. Let this serve as encouragement to all members: Your rights are safeguarded and with proper support, justice can be achieved.

Reuben Maleka
GENERAL MANAGER