

## Update: Individual assistance to members

The PSA successfully represented its members in the following Departments:

### Department of Correctional Services

The PSA successfully assisted a member who was dismissed for allegedly having improper relations with an inmate. The PSA declared a dispute and at arbitration the Commissioner was required to determine whether the dismissal was procedurally and substantively fair. The PSA was pleased with the outcome of the arbitration wherein the employer was ordered to re-instate the member with effect from 1 September 2021.

### Department of Water and Sanitation

The PSA declared a dispute following refusal by the employer to compensate members who worked overtime during level 5 lockdown. At arbitration, a settlement agreement was reached wherein the employer committed to pay the members their overtime on or before 30 September 2021.

### Department of Health

The PSA successfully assisted a member who applied for a promotional post after meeting all the requirement but was not shortlisted. The PSA declared a dispute after the outcome of a grievance was not successful. Following the arbitration, the Department was ordered to compensate the member with two months' salary.

### Department of Health: Rob Ferreira Hospital

A member came to PSA regarding non-payment of overtime, night shift allowance and weekend hours. She lodged a grievance with the employer, which was not resolved. At conciliation, the employer promised to resolve it before the date of arbitration but failed. On the arbitration date, the employer settled the matter. The member was paid a week after the signing of the settlement agreement.

### Department of Cooperative Governance and Traditional Affairs

A member was subjected to unfair labour practice wherein the employer blatantly refused to pay the member's subsistence and travelling claims. The matter was referred to GPSSBC for conciliation and subsequently arbitration. An arbitration award was issued in favour of the member and the Department was ordered to pay the full amount owed to the member with interest, and the cost of the arbitration.

GENERAL MANAGER