

## Update: Review of arbitration award on unauthorised deductions by DOD – 14 May 2021

Members were informed in previous editions of the *Informus* regarding progress with the review of an arbitration award in favour of the employer. Briefly, the Department implemented the salary/grade progression model for members on salary level 1 - 12 in September 2009, with the first employees to receive salary progress on 1 April 2010. On 15 February 2016, the Department of Public Service and Administration (DPSA) issued *Circular 2 of 2016*, indicating that Departments implemented salary/grade progression irregularly by not taking the level of post into account. This meant that grade progression over two salary levels was not allowed. Also, members who were supernumerary did not qualify for level progression. In the light of the latter Circular, the Department indicated that members did not qualify for level progression with effect from 1 April 2012.

The employer issued to members letters of intent to deduct various amounts from their salaries without consultation to make affordable arrangements with them. After members alerted the PSA, an urgent interdict was successfully lodged against the employer. Secretaries were most affected by the deductions and finalisation of this matter is long outstanding. The PSA ultimately received a set-down notice for this matter to be heard by the Labour Court on **9 November 2021**. Members will be informed of the outcome.

GENERAL MANAGER