

## Individual assistance to members

The PSA takes pride in defending its members when injustice prevails by protecting their rights. The PSA's Provincial Office in Mthatha recently successfully represented PSA members in the following Departments:

### Department of Education

On 1 October 2021, a PSA member was dismissed for contravening section 18 of the *Employment of Educators Act 76 of 1998*. It was alleged that the member failed to carry out a lawful instruction without reasonable cause given to her supervisor; committed an act of dishonesty by appointing a service provider without the knowledge of the SGB and willfully mismanaged finances of the school by misleading the Board. The member approached the PSA for assistance after a sanction of dismissal was meted out at disciplinary hearing level. The PSA declared a dispute and the arbitration hearing was held on 3 March 2021. The PSA received an award on 20 April 2021 wherein the Department was ordered to reinstate the member retrospectively with effect from 1 October 2019. The Department was also ordered to pay the member back pay of R599 991.50. The member is expected to resume duty on 1 May 2021.

### Department of Health

A member was employed as Artisan Production Grade B and approached the PSA for assistance relating to grade progression to Artisan Production Grade C. The PSA lodged a dispute after the grievance remained unresolved. At arbitration, parties concluded a settlement agreement where the member, instead of grade progressing to Artisan Production Grade C, was promoted to a post of Candidate Engineering Technician.

The PSA represents members with pride and will leave no stone unturned in ensuring fair representation. Members are advised to contact the PSA Office on (047) 501 6800 or email [pumla.kwababa@psa.co.za](mailto:pumla.kwababa@psa.co.za) to register their matters of dissatisfaction.

GENERAL MANAGER