

Victory for PSA members

A member from the Department of Health was charged with misconduct for contravening Treasury regulations and failing to adhere to the *PFMA* in 2016. The PSA represented the member in a disciplinary hearing and was found guilty and subsequently the chairperson meted a sanction of dismissal in 2017. The PSA assisted the member to appeal the sanction and the appeal authority set aside the sanction of dismissal and issued a final written warning with a condition that the amount of the irregular expenditure be recovered from the member. The employer then created a debt against the member for about R98 000 from 2016 which has been accumulating interest. The PSA then instructed the Department to stop the implemented of the deduction against the member and gave the employer 24 hours to stop the deduction, failing which the PSA will have no option but to take the matter for appropriate relief. The employer then put the financial misconduct debt on hold for further investigation in 2019. Finally, after an investigation by the employer, the employer wrote a letter to the PSA in 2021 writing off the debt of irregular expenditure against the member. The PSA has not only saved the member's job but also from paying more than R100 000 in irregular expenditure.

Another member from the Department of Health was not translated and subsequently lodged a grievance through the assistance of a Shop Steward. Subsequently the PSA declared a dispute of interpretation and application of the Collective Agreement. During the arbitration the employer acknowledged that the member should have been translated and a settlement agreement was signed to translate the member to the correct salary level and to pay the member what is due to them including the arrears.

Members are urged to report their work-related problems to their Shop Stewards to ensure timeous intervention.

GENERAL MANAGER