

Feedback: Special MANLAB meeting

The meeting was held on 11 June 2021 to discuss the implementation of PHSDSBC Resolution 1/2009. Members will recall that the employer blatantly refused to pay grade progression to qualifying employees owing to its incorrect interpretation. The PSA declared a dispute and finally referred the matter to court. The setting down of the court matter is awaited.

Whilst the PSA is waiting for the court to hear the matter, there was engagement with the employer through a series of meetings. Subsequently, the HOD intervened and Head Office was also engaged, which led to the issuing of a letter on 26 May 2021, which clarified the confusion.

The contested issue was 'the earliest clause' as the Department believed that only five and ten years must be recognised for grade progression. The Department did not recognise the earliest clause, which resulted in many employees not receiving their grade progression and the PSA has been fighting to ensure that qualifying members are grade progressed.

The Department has finally acknowledged its error and commenced with a data analysis to determine the names and numbers of employees who were affected by this misinterpretation. The time set for this process is the end of July 2021 and letters will be issued to qualifying employees on or before 31 July 2021. Subsequently, Treasury will be approached once the list is finalised and cost established. It was noted that the implementation of the Resolution will have a huge financial impact but members who were disadvantaged must receive their money. The PSA will stop at nothing to ensure that justice is achieved for these members.

For further information or to join the PSA, contact the PSA shop stewards: Nkhensani Maluleke at Nkhensani.ny@gmail.com / 072 325 6137 and/or Locan Bonisiwe Sibiyi at Sibiyi.locs@gmail.com / 073 029 7526 or the PSA Provincial Office on (015) 295 0500.

Members will be updated on developments.

GENERAL MANAGER