

PSA assists members

Department of Justice and Constitutional Development

Two members in the Language Services at the Department were aggrieved related to upgrading in terms of PSCBC Resolution 3/2009. Both members were due to be upgraded from level 6 to level 7, after meeting all the requirements in accordance with the Resolution. The PSA assisted the members to lodge separate grievances. When the grievances remained unresolved at the expiry of 30 days, disputes for an unfair labour practice relating to benefits were declared. At the arbitration of one of the matters, the employer acknowledged that the member qualified for the upgrade in 2019 and there was a delay in implementing the upgrading. Parties agreed to adjourn the arbitration to allow the employer to implement the upgrading of this member and the other member whose matter had not yet reached arbitration stage. Parties agreed that implementation of the upgrading would be finalised by no later than 31 March 2021. Both members' posts were upgraded on 17 March 2021 and they were both back paid the difference in levels, starting on the date they qualified for the upgrading.

Department of Cooperative Governance and Traditional Affairs

A member at the Department was assisted by the PSA to lodge an appeal against the decision of the employer to deduct from the member's salary the amount equivalent to the value of a work-issued laptop that had been stolen at the premises of the Department. When the appeal was unsuccessful, the PSA declared a dispute for unfair disciplinary action short of dismissal, on behalf of the member. The Commissioner found in favour of the member at arbitration. The Department has been ordered to refund the amount that was deducted from the member's salary by 31 March 2021.

GENERAL MANAGER