

## Individual assistance to members

### Department of Water and Sanitation

The PSA assisted a member in lodging a dispute relating to benefits in that the employer failed to pay him a long-service bonus. The Department argued that the member transferred from the Construction division and now falls under the *Public Service Act*. The member, however, received confirmation that when he transferred all benefits would remain the same. Following the arbitration, the ruling was in the member's favour whereby the employer was ordered to pay the member an amount of R49 035.19 as a long-service bonus.

Another member lodged a grievance in that the employer incorrectly upgraded him from level 9 to 10. He was supposed to be paid from the year 2011 but the employer only paid him from 2015. A dispute was lodged and at arbitration a settlement was entered, whereby the employer will pay the member the outstanding amount of R306 794.75.

### SITA

The PSA assisted a member who was suspended and ultimately charged with six counts of misconduct termed "Gross Dishonesty". After a lengthy and protracted process, the member was found not guilty on all the charges.

GENERAL MANAGER