



# INFORMUS

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SERVICE EXCELLENCE

FOR PSA MEMBERS: **EASTERN CAPE**

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## Victory for PSA members in Eastern Cape (Mthatha area)

### Department of Social Development: non-payment of grade progression

PSA members employed by the Department of Social Development were assisted by the PSA in lodging a grievance that had been ignored by the employer. The matter was subsequently referred for arbitration concerning the interpretation/application of Resolution 1 of 2009 regarding grade progression to Social Worker grade 2. During the arbitration, a settlement agreement was reached, resulting in the following payments to be paid to the affected members: R169 612, R387 251.50, R91 216, and R207 538.50, amounting to a total of R855,618. Furthermore, in a similar case involving the same department, another settlement agreement was reached, ensuring that all five members involved will each receive R20,375.25 totaling R101 875,25.

The PSA has also identified that social workers within the Department of Health are not included under the Occupation Specific Dispensation (OSD), which means they are owed significant sums of money by the employer. Regrettably, these individuals are not PSA members according to our records. However, they are encouraged to contact the PSA for assistance.

### Department of Justice and Constitutional Development demotion

Member at the Department of Justice in Mthatha is employed as an administration clerk but compelled to perform reception functions since 2021. The member was of the view that she was assisting the department as the incumbent of the post was taken to another area. A member approached management to be moved away on the return of the colleague, but the attempts fell on deaf ears. The member filed a grievance, and the grievance resolved that rotation will all clerks commence for 6 months starting with the member. At arbitration, a settlement agreement was drawn which made mention of rotation with immediate effect amongst all admin clerks.

Don't be left out, join the PSA today and receive professional advice and excellent representation in all your employer-employee matters. The PSA team is ready to offer the assistance you deserve, simply contact the Mthatha office by dialling (047) 501 2500 or contact our Organising Marketing Officers to join at [Zingisile.mgxaji@psa.co.za](mailto:Zingisile.mgxaji@psa.co.za) 082 880 8959 and [Kenenth.qikani@psa.co.za](mailto:Kenenth.qikani@psa.co.za) 082 880 2936.

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