

FOR PSA MEMBERS: **EASTERN CAPE (GQEBERHA AREA)**

04-10-2024

Victory for PSA members in Gqeberha area

Department of Correctional Services

- A member worked overtime but was not compensated accordingly. The matter was referred to the relevant Council. Before the arbitration process was set, the employer resolved the issue, and the member was fully remunerated. This outcome reaffirms the importance of acting and holding employers accountable.
- A member faced a disciplinary hearing for purchasing a television for an inmate and allowing it to be brought into the facility without following proper procedures. The member was represented by the PSA's Full-Time Office Bearer and initially received a final written warning. However, after appealing the sanction, the PSA successfully reduced the outcome to a lesser sanction of a written warning, ensuring the member's future employment prospects remain protected.

Department of Water and Sanitation

A member faced challenges in the workplace, including issues with the confirmation of his probation and being forced to perform duties in unfamiliar and dangerous areas. After experiencing unsatisfactory treatment from management, the member decided to lodge a formal grievance. The PSA stepped in and provided the necessary support during the grievance process. Thanks to the PSA's intervention, all concerns were addressed, and issues were fully resolved to the satisfaction of the member. This success highlights the importance of standing together and the power of collective action.

The PSA remains committed to ensuring that every member's rights are protected and will continue to ensure fair and respectful treatment in the workplace. Let this victory serve as a reminder that the PSA is always here to support members. Together, we achieve more!

Reuben Maleka
GENERAL MANAGER