



# INFORMUS

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SERVICE EXCELLENCE

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

19-08-2024

## Victory for PSA members in Eastern Cape – Mthatha

### Department of Education: OSD translation

A member, employed by the Department of Education as Education Therapist, lodged a grievance against the Department for not being translated to the correct notch of the Occupational Therapist Grade 2. The grievance remained unresolved. The matter was escalated as a dispute to the Education Labour Relations Council for adjudication. The Department signed a settlement agreement to translate a member with back pay of R758 090.78, but only paid R459 941.65 and therefore failed to comply with the full settlement agreement. Section 142A (making settlement agreement arbitration award) and 143 (effect of arbitration awards) applications in terms of the *Labour Relations Act* were made for the payment of the outstanding R298 149.13 and certification of award was obtained from the Director of the CCMA as an order of court and for enforcement. The Department failed to comply with the award and the PSA referred the matter to the local Sheriff's office for writ of execution. The Department was served with papers in this regard and subsequently full payment was made to a member on 15 August 2024 to avoid removal of movable goods. The Department is still to place a member on a correct salary notch of Occupational Therapist Grade 2, and the PSA following up on the matter.

### Department of Transport

A total of 14 members employed as Firemen at Mthatha Airport allegedly embarked on an illegal strike for failure to report for duty on Saturday and Sunday as per their agreement with the employer. The strike was caused by the delayed payment of overtime worked by the firefighters starting from January 2024. The Department of Transport levelled charges of unbecoming behavior and involvement in an unlawful strike against the 14 members and were instructed to attend a progressive disciplinary hearing. The PSA represented members in a progressive meeting and a sanction of final written warning was given.

The PSA remains consistent in representing members and invites members to explore the PSA Member Portal (can be accessed via the PSA's website – [www.psa.co.za](http://www.psa.co.za)) to keep update their personal details.

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GENERAL MANAGER