

FOR PSA MEMBERS: EASTERN CAPE (MTHATHA AREA)

26-07-2024

Victory for PSA members in Eastern Cape – Mthatha area

Department of Education: Non-payment of acting allowance

A member approached the PSA regarding the refusal by the Department of Education to pay her an acting allowance to the higher position of the Deputy Director HRA and Administration. The PSA declared a dispute with the GPSSBC to force the Department to make such payment. At the arbitration hearing, the Commissioner agreed with the PSA that the member was authorised to act in the vacant, funded post of Deputy Director, therefore the Department must pay her the acting allowance. The matter was settled for the acting HOD to approve the payment of the acting allowance of R101 669.44 by 31 August 2024.

Misconduct in respect of dereliction of duties

A member at the Department of Education was charged with two serious allegations of dereliction of duties and contravention of the *Employment of Educators Act*. The member approached the PSA for representation in the disciplinary hearing. Serious matters of concern were detected during consultation with the member. During the hearing, the member pleaded guilty to the charges with the intention to submit strong mitigating factors. The PSA assisted the member in drafting the strong mitigating factors that were submitted to the presiding officer for consideration. The member was given a sanction of a final written warning that will be placed in the member's file for six months. The member was satisfied with the decision of the presiding officer and with the PSA's assistance in saving his job.

Employees who wish to join the PSA should contact Gilbert Seakamela on 082 903 6804 / gilbert.seakamela@psa.co.za, Kenneth Qikani on 082 880 2936 / Kenneth.qikani@psa.co.za, Zingisile.mgxaji@psa.co.za on 082 880 8959, and Samkelo Mzuku on samkelo.mzuku@psa.co.za / 072 625 9021.

Reuben Maleka
GENERAL MANAGER