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

14-06-2024

Victory for PSA members in Eastern Cape (Mthatha area)

Department of Justice

A member was subjected to a disciplinary hearing wherein the Chairperson pronounced a sanction of dismissal. The PSA referred an unfair dismissal dispute to the GPSSBC for conciliation, which was not resolved and was escalated to an arbitration that was finalised in June 2023 with the award in favour of the member. The Department refused to re-instate the member, stating that it was reviewing the award. The PSA started the enforcement process in terms of section 143 of the *Labour Relations Act*. When PSA referred the matter to the Sheriff, the Department complied with the award and paid the member R335 000 as back pay from the date of dismissal (June 2021).

Department of Social Development

A member had all her duties taken away by the employer on allegation of poor work performance, which the employer failed to prove at a grievance meeting held between the PSA and the Department. The PSA viewed this as an unfair labour practice demotion as the member was given administrative duties despite being employed as a Social Worker. The PSA assisted the member with the grievance, which was resolved in her favour. All her duties were given back to her, and the member was satisfied with the outcome.

Employees who wish to join the PSA can contact Kenneth Qikani on 082 880 2936 / Kenneth.qikani@psa.co.za or Zingisile.mgxaji@psa.co.za / 082 880 8959.

Reuben Maleka
GENERAL MANAGER