



INFORMUS

SINCE 1920
driven by
SERVICE EXCELLENCE

FOR PSA MEMBERS: **LIMPOPO**

15-10-2024

Victory for PSA members in Limpopo

Department of Justice and Constitutional Development

A member was omitted from pay progression payments for the 2022/23-financial year. He complied with the Performance Management and Development System (PMDS) by timeously signing the final evaluation and submitting to the employer through the departmental ITIRELE system. Despite the member's submission, the employer failed to approve the payment of the bonus. The member became dissatisfied and lodged a grievance with the employer, which was not addressed. He approached the PSA for further assistance. The PSA declared a dispute with the Bargaining Council. During arbitration, the employer settled the dispute by agreeing to pay the member his performance incentives for the 2022/23-financial year on or before 15 November 2024.

Department of Agriculture and Rural Development

A member was charged with misconduct for dereliction of duty in that he actioned on Persal the new appointment of an employee instead of actioning the transfer of the employee without approval of the HOD. This resulted in the employee being allocated a new Persal number. Although it was an internal process according to the employer, this was done without the necessary approval. The member should have captured the employee's transfer and not appoint her as a new employee. The termination resulted in non-payment of the employee's salary. The PSA represented the member in a disciplinary hearing and, on his instruction, pleaded guilty to the allegations. The member was sanctioned with two months' suspension without salary as opposed to the desired sanction of dismissal by the employer.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the acting PSA Provincial Manager at phillip.maponya@psa.co.za / 082 880 8967.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER