

FOR PSA MEMBERS: **LIMPOPO**

16-09-2024

## Victory for PSA members in Limpopo

### Department of Health

A member approached the PSA for assistance after the employer failed to upgrade his position from the post of Pharmacy Assistant to Pharmacy Assistant Post Basic in 2016. The PSA assisted the member to lodge a grievance, but the employer failed to respond within 30 days. The PSA had no option but to declare a dispute on behalf of the member. The matter was set down for conciliation but could not be resolved at conciliation resulting in the PSA referring the matter for arbitration. During arbitration, the PSA argued that the member qualified for upgrading and submitted a bundle to prove such. Subsequently the employer agreed and signed a settlement agreement. Since the employer delayed the actioning of the upgrading and subsequent payment of monies due to the member, the PSA approached the Labour Court to enforce the settlement agreement and eventually approached the Sherrif to force the employer to comply with the order of the Court. The employer then paid the member what was due to him and upgraded him Pharmacist Assistant Post Basic.

### Department of Agriculture and Rural Development

Two members requested assistance from the PSA after the employer failed to pay their housing allowance. The members had already lodged grievances, and the employer arranged a grievance meeting. The PSA assisted the members and argued that they qualified and must be remunerated as such. The employer acceded to the payment but requested time to request the necessary approvals to pay the members. The PSA agreed and subsequently, the members were paid what was due to them.

### Department of Home Affairs

A member approached the PSA after being charged with misconduct for failing to quality assure a submission. The PSA assisted the member who pleaded guilty during the disciplinary hearing. The PSA assisted the member further and submitted mitigating factors and consequently the Chairperson meted a sanction of a final written warning. The member was happy and thanked the PSA for the assistance and accepted the sanction by the Chairperson.

The PSA will do everything in its 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 PSA Provincial Manager at [john.teffo@psa.co.za](mailto:john.teffo@psa.co.za) / WhatsApp 079 513 9856.

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

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