

FOR PSA MEMBERS: LIMPOPO

11-11-2024

Victory for PSA members in Limpopo

Office of Chief Justice

The PSA assisted a member following threats from her supervisor that she would be subjected to disciplinary action for refusing to act in a higher position. The employer acceded to the PSA's request for mediation in search of consensus. It was resolved that the reasons submitted for not consenting to act in the higher position were reasonable and justified and the member would not be charged with misconduct.

Department of Health

- A PSA shop steward requested assistance when he was instructed to convert three days of leave he had taken for Union activities, to vacation leave. The reason for this instruction was that he had exceeded the 15 pooled leave days he was entitled to in terms of the *Directive on Leave of Absence in the Public Service for Office Bearers or Shop Stewards of a recognised Trade Union*. The PSA held that the employer had incorrectly interpreted the Directive and that shop stewards belonging to the same union may apply for leave days from the "pool", citing that in this instance, the PSA had 75 pooled leave days as there were five shop stewards at the workplace. The letter was subsequently withdrawn.
- The PSA assisted a member in declaring a dispute following the employer's failure to uplift her precautionary transfer. The employer had not complied with the provisions of the Disciplinary Code and Procedures, which determines that the employer must hold a disciplinary hearing within one month or 60 days following the precautionary suspension or transfer of an employee, after which the Chairperson of the disciplinary hearing must decide on any further postponements. The matter was set down for arbitration following failed conciliation. At arbitration, the employer conceded that it was in contravention of the Disciplinary Code and a settlement agreement was reached that the precautionary transfer would be uplifted on 18 November 2024.

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 phillip.maponya@psa.co.za.

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