



# INFORMUS

SINCE 1920  
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SERVICE EXCELLENCE

FOR PSA MEMBERS: **LIMPOPO**

29-08-2024

## Victory for PSA member in Limpopo

### DHET corrects salary and pays arrears salary of more than ten years

A member, appointed as a Lecturer, requested the PSA's assistance when all his attempts to rectify his salary since his appointment in 2013 failed. The member had previously been a member of another union and had been advised that there was no legal recourse regarding his case as his dispute was "way out of time". The member's underpayment emanated because the employer recognised his qualification as a three-year qualification whereas he had obtained an RVQ-14 (Honours) qualification and should therefore have been appointed on a higher salary notch.

In terms of section 191(1)(b)(ii) of the *Labour Relations Act*, an employee has 90 days from the date of becoming aware of the act or omission that constitutes an unfair labour practice, to declare a dispute. Although the matter was out of time, the PSA assisted the member in applying for condonation for the late referral of a dispute. Condonation was subsequently granted. Despite failed conciliation proceedings on 25 July 2024, the PSA continued to put pressure on the employer, which led to payment of R598 188 to the member on 8 August 2024.

The PSA was, however, not satisfied that all outstanding monies had been paid as the employer's initial calculations of the member's salary arrears amounted to R659 903.42 and subsequently proceeded to have the dispute arbitrated on 23 August 2024. A settlement agreement was reached that the remaining monies would be paid to the member once the employer had made the necessary deductions from the remaining amount for his contributions to the Government Employees Pension Fund, but by no later than the end of the financial year.

This is another example that shows the PSA's commitment to assisting members in exercising their right to fair labour practices. The PSA will 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) or WhatsApp at 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995, Paulina Moloto on 082 880 8957 or the PSA Provincial Office.

Reuben Maleka  
GENERAL MANAGER