

FOR PSA MEMBERS: LIMPOPO

06-09-2024

Victory for PSA member in Limpopo

Temporary Incapacity Leave and retirement approved

The PSA was approached by a frustrated member at the Department of Home Affairs, with ill-health and on the verge of suffering severe negative financial impact owing to the disapproval of her Temporary Incapacity Leave (TIL). The employer had delayed processing her TIL application and in November 2023 informed her that 121 days of leave without pay would be deducted from her salary the following month, claiming that she had not submitted all necessary reports and documentation. The member was booked-off since May 2023 after consulting a specialist and the Department was made aware of her condition and that she would not be able to perform her duties. The PSA was persistent in following up the delays by the employer in processing the various TIL applications and liaised between the employer and the member until the leave without pay was averted, as all outstanding information had eventually been submitted.

Unfortunately, the member's health deteriorated, and she was eventually booked off until 31 December 2024. During these many months of uncertainty and frustration, the PSA intervened on her behalf until she recently received the outcome of her approved Incapacity Leave (25 May 2023 to 31 December 2024), for a period of 401 days, as well as the approval for her retirement on medical grounds with effect from 1 December 2024. The member expressed her appreciation for the PSA's professional service and commitment without which her matter would not have been resolved amicably. The PSA could not abandon the member when she needed the Union most and did everything possible to assist the member who not only suffered from ill health, but also experienced the uncertainty of standing the risk of financial suffering as the employer decided to grant her unpaid leave of more than 100 days.

The PSA urges members to approach the Union without delay when encountering challenges in the workplace to allow for early intervention as legal matters have time frames that must be complied with. 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 / WhatsApp 079 513 9856.

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.

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