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SERVICE EXCELLENCE

FOR PSA MEMBERS: **MPUMALANGA**

14-10-2024

Victory for PSA members in Mpumalanga

Department of Higher Education and Training

What could have been a sanction of dismissal because of gross misconduct became a month's suspension owing to the intervention of the PSA. A Senior Lecturer requested representation in a disciplinary hearing after receiving charges of assaulting another employee and contravening the standard operating procedure. The PSA mitigated intensely and begged for leniency from the Chairperson. The sanction pronounced was more than favourable to the member who expressed gratitude towards the PSA.

CET

Several Lecturers conducted invigilation processes at various CET Colleges between the June and November 2023 exams. After numerous false hopes and promises by the employer to process their claim payments, they decided to approach the PSA in September 2024 for assistance. As a result of continuous engagements and pressure from the PSA, the Lecturers received payments of between R3 000 and R5 000.

Community Education and Training College (CET)

A Lecturer who had improved his qualification and provided all the required documentation was given the run around by the College. The Lecturer was expecting to be reimbursed with a once-off cash bonus and placement on the correct notch because of the improved qualification. The member approached the PSA in early September 2024. Engagements with senior management ensued coupled with weekly follow-ups. The member was elated when a taxable amount of R280 000 was paid and placement on the correct salary scale was effected.

Department of Justice and Constitutional Development

A member was charged with misconduct. The PSA represented the member at the disciplinary hearing. The sanction of dismissal was pronounced, but the PSA appealed. The appeal resulted in the dismissal of the sanction. The member expressed satisfaction with the service provided by the PSA.

Employees wishing to join the PSA are requested to contact the following PSA employees for assistance: *Sylvia.Watkins@psa.co.za* / 082 880 8941, *Thandiwe.Mziyako@psa.co.za* / 060 962 8512, or the PSA Provincial Office in Nelspruit on (013) 741 7500.

Reuben Maleka
GENERAL MANAGER