

## Victory for PSA members in Mpumalanga

### Department of Forestry, Fisheries, and Environmental Affairs

A newly recruited member from another union complained about not being assisted with his long-outstanding pay progression. After three months of being a PSA member, he was advised to lodge a formal grievance, which the employer did not address and deemed outdated. The PSA subsequently declared a dispute along with a condonation application since the matter emanated from the 2022-financial year. The Council ruled in favour of the member, which will result in the member's matter being heard before a commissioner at arbitration.

### Mpumalanga Tourism and Parks Agency

A member was brought before a disciplinary hearing for dishonesty in that he went with a friend on a hunting trip during a period of sick leave. The member suffered from stress because of some of his working conditions. The medical professional had, however, recommended that he must do things that he normally liked as part of the stress-relining therapy. After careful consideration of the medical report, the employer decided to withdraw the charges brought against the employee.

### Department of Public Works, Roads, and Transport

A member was charged with eight counts of misconduct and was unfairly dismissed. The PSA declared a dispute of unfair dismissal, and the matter was arbitrated by the relevant Bargaining Council. The arbitration award was in favour of the PSA and the member was reinstated retrospectively.

Any employee interested in joining the PSA is requested to contact the following PSA employees for assistance: [Sylvia.Watkins@psa.co.za](mailto:Sylvia.Watkins@psa.co.za) / 082 880 8941 or [Thandiwe.Mziyako@psa.co.za](mailto:Thandiwe.Mziyako@psa.co.za) / 060 962 8512.

Reuben Maleka  
GENERAL MANAGER