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SERVICE EXCELLENCE

FOR PSA MEMBERS: **NORTHERN CAPE**

27-08-2024

Victory for PSA members in Northern Cape

Provincial Treasury

A PSA member lodged an unfair labour practice dispute, relating to promotion. This was after the employer failed to short-list the member despite meeting all minimum requirements as per the advertisement. The PSA took the matter to conciliation after internal processes failed to resolve it. At conciliation, the employer agreed to and signed a settlement agreement. It also agreed to pay the member R148 690.18. However, as it is a norm in the Northern Cape, the employer failed to implement the settlement agreement, which it signed. The PSA successfully turned the settlement agreement into an arbitration award in terms of the *LRA*, section 142A by referring the matter to the GPSSBC.

Department of Cooperative Governance, Human Settlements and Traditional Affairs

A member declared a dispute of unfair labour practice relating to promotion. The employer advertised a post with minimum requirements. The member went through the interview process. The employer proceeded and employed an incumbent who did not meet the requirements. The member challenged this anomaly. The essence of the dispute was for the employer to desist from contravening its own policies. It was not for the member's personal gains by seeking compensation. Therefore, the remedy the member prayed for was that the appointment be nullified and that the process of interviews be redone. The award is in favour of the member.

Department of Education

A member declared an unfair labour practice relating to suspension. The PSA had won an arbitration award for the member and the Department was ordered to pay the member R147 000. Inexplicably, the Department took the award on review but later withdrew the review application and paid the member what was due to him. The PSA applauds the Department for withdrawing this matter from the Labour Court. The PSA held a short meeting with the MEC and the acting HOD where, amongst others, the abuse of state resources was discussed.

Members can contact PSA Provincial Office on (053) 839 1000.

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GENERAL MANAGER