

Victory for PSA members in North West

Department of Public Works and Roads

- A member presented a retirement notice, which the Department never acknowledged. When the member retracted it within a prescribed period, the Chief Director sent an e-mail informing him that it was not possible for a notice to be retracted. The Chief Director further indicated in the e-mail that the member's last working day in the Department would be the day outlined in his notice. The Department indeed terminated the member's services, and a member approached the PSA for assistance. The PSA declared an unfair dismissal dispute and the Commissioner ruled in favour of the PSA. The Commissioner ordered the Department to reinstate the member retrospectively.
- In another matter, two members applied for a post of Senior State Accountant and were not shortlisted. After discovering that their colleague who did not meet the advertised requirements was shortlisted and appointed, they lodged a grievance and the employer failed to deal with this to their satisfaction. They approached the PSA for assistance and a dispute was declared. The employer settled the matter at conciliation stage and each member received an amount of R26 000 as compensation.

Department of Human Settlements

A member was represented at arbitration in that the Department failed to upgrade the member from level 6 to 7 in terms of Resolution 3/2009. The Department was found at arbitration to be in breach of the said Resolution and was ordered to upgrade the applicant in terms of the Resolution. The Department, however, took the matter on review to Labour Court. The Court found in the PSA's favour. Punitive cost was ordered to be paid to the PSA on 29 February 2024 and 30 April 2024, respectively. The PSA successfully won the matter in that the Department was found in contempt.

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GENERAL MANAGER