

Victory for PSA members in North West

Department of Social Development

The Department approved a member's trip and later refused to pay a claim in relation to this. The member lodged a grievance, which was not dealt with by the Department to his satisfaction. The member approached the PSA for assistance whereafter a dispute was declared. The Department settled the matter at the conciliation stage by committing to pay the member R7 025.69 on or before 31 October 2024.

Department of Public Works and Roads

The Department implemented one month's leave without pay against a member's salary whilst the member was on approved Temporary Incapacity Leave. The member engaged the Department on the matter, but the Department failed to repay the member. The member approached the PSA for assistance. The PSA assisted the member by taking the matter up with the Department whereafter the Department paid back the money owed to a member.

Department of Education

Two members from a TVET college were appointed in acting positions on level 7 and were remunerated accordingly. In December 2023, these acting positions were stopped but the members were expected to continue doing the job of level 7, but without remuneration. They approached PSA for assistance whereafter a dispute was declared. At the arbitration, the employer indicated its intention to appoint the members in an acting capacity for six months, which will be extended until the posts are advertised. As per the settlement agreement, the members were given appointment letters on level 7 and conveyed their satisfaction with PSA as their Union.

Department of Community Safety and Transport Management

A member at the Community Safety and Transport Management was charged with four charges of misconduct in that the member was "impersonating a traffic officer" and "bringing the department in disrepute". The PSA represented the member, and the member was found not guilty on three charges, owing to the lack of evidence linking the member to any of these charges. The member was, however, found guilty on one charge. Written mitigating and aggravating circumstances were submitted by both parties. The member received a written warning, which was recommended by the Presiding Officer for the HOD's approval.

Reuben Maleka
GENERAL MANAGER