



FOR PSA MEMBERS: NATIONAL DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

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## PSA victory: Labour Court orders in favour of PSA member

The Labour Court of South Africa (LC) considered the review application of the National Department of Public Works and Infrastructure regarding an arbitration award, issued in 2015, which was in favour of a PSA member. Although the LC ruling was significantly delayed, the Court confirmed the arbitration award in favour of PSA member who disputed her appointment on SL 11, whilst she maintained it should have been SL 12, as the job weighting attached to the post showed the post should be graded on that level.

The LC dismissed the review application and ordered that the employer should implement the arbitration award in full without further delay, resulting in the member now being placed on SL 12 with significant back pay paid to her. This ruling underscores the importance of fair procedures and sound implementation of resolutions in resolving promotional disputes. It also highlights the LC's commitment to upholding the rights of employees and ensuring that employers adhere to fair labour practices.

The PSA member's victory serves as a reminder of the protection available to employees under the South African Labour Law and the effectiveness of arbitrations in safeguarding these rights.

Employees who wish to join the PSA can visit the PSAs website, send an e-mail to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

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