



FOR PSA MEMBERS: **EASTERN CAPE (GQEBERHA AREA)**

06-02-2025

Victory for PSA members in Eastern Cape

The PSA Provincial Office: Eastern Cape - Gqeberha is proud to share recent successes achieved on behalf of members. These victories demonstrate the Union's commitment to ensuring fairness, protecting members' rights, and standing firm against injustices in the workplace.

Department of Correctional Services

- **Member charged for disrespect and abusive behaviour**

A member faced charges for displaying disrespect and abusive or insolent behaviour in the workplace. The sanction was a final written warning. The member expressed satisfaction with the outcome and will not appeal the decision.

- **Member charged for absence and dereliction of duties**

A member was charged for being absent from work and leaving offenders unguarded. The sanction was a one-month suspension without pay. The member is satisfied with the result and will not appeal the decision.

Small Enterprise Development Agency

A member was charged with dishonesty and dereliction of duties. The member, represented by a Full-Time Office Bearer was found not guilty on both charges. This is a significant victory, ensuring that justice prevailed.

Department of Transport: Eastern Cape

A member faced an unfair labour practice regarding a promotion. The member who had applied for the position of Director was not shortlisted despite having acted in the position several times and performing well. After lodging a grievance, the employer claimed that the member did not meet the requirements of the position. The PSA referred the matter to the General Public Service Sectoral Bargaining Council under section 186(2)(a) of the *Labour Relations Act*. During arbitration, the Commissioner found that the employer committed an unfair labour practice by failing to follow its own recruitment and shortlisting policies. This deprived the member of the opportunity to showcase his skills and suitability during interviews. The Arbitrator ruled in the member's favour, awarding compensation of R184 230.50, equivalent to two months' salary.

Department of Rural Development and Agrarian Reform

A member lodged a grievance concerning ownership of a subsidised government vehicle after the expiry of a four-year contract. Following a grievance meeting where the member was represented by the shop steward, the employer agreed to release ownership of the vehicle to the member as he initially wanted.

South African Social Security Agency

A member was charged with negligence and contravention of SCM processes and procedures. The allegations included flouting bid processes by removing a bid box before the closing time and accepting a bid document after the deadline without registering it properly. During the disciplinary hearing, the member was found not guilty of all the allegations.

Reuben Maleka
GENERAL MANAGER