



FOR PSA MEMBERS: **MPUMALANGA DEPARTMENT OF EDUCATION**

19-02-2025

Victory for PSA members in Mpumalanga

- Two educators were assessed during the 2021/22-financial year, and the employer did not pay for their pay progression. The members were informed to resubmit, and motivation would be made for the compensation of the pay progression. After every resubmission, the copies were lost by the employer. As a result, the matter fell behind the ULP time frame, wherein a dispute is to be declared within 90 days. The members eventually approached the PSA after losing hope and were advised to lodge a formal grievance where the PSA declared a dispute along with a condonation since the matter was delayed. After reading the substantive grounds submitted by the PSA, the Commissioner ruled in favour of the members, resulting in their matter being heard at arbitration. The members are elated as they thought the matter was obsolete owing to the time frame.
- A school principal called the PSA to a consultative meeting as per the provisions of the *Labour Relations Act*, wherein the Union should be consulted should the employer view the conduct of a shop steward to be transgressive. After much deliberation with the school principal, the shop steward was acquitted of what could have been disciplinary charges against him. The school principal further commended the PSA for the Union's efforts in pursuing a conducive work environment.
- An Unfair Labour Practice dispute with a notice of *subpoena* requiring documents was declared after a member lodged a grievance. The employer objected to the *subpoena* in writing and also argued a lack of jurisdiction during the arbitration sitting. The PSA argued that the employer was acting with malice in that it did not comply with provisions of specific legislation. The Commissioner subsequently issued a favorable ruling in that the employer is required to comply with the notice of *subpoena* and that the Council does have authority to hear the matter.

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