



FOR PSA MEMBERS: **MPUMALANGA**

13-03-2025

Victory for PSA members in Mpumalanga

Department of Forestry, Fisheries, and the Environment

A member of the Department (at Mpumalanga plantations) approached her shop steward complaining that she received a letter that stated she did not qualify for pay progression owing to non-submission of her mid-term assessment. The shop steward followed up on the matter and found out that it was the manager's fault. He escalated the matter to the Performance Management Development System section for error correction and the manager submitted reasons for non-submission. On 7 March 2025, the member received a corrected letter stating that the pay progression will be Implemented, and her salary has been adjusted to reflect this progression. On 12 March 2025, the member received payment.

Department of Education

The Branch Chairperson of Nkangala District noted malpractices in the Human Resources section where most PSA officials were omitted from the shortlisting process and denied the opportunity to contest in the interview processes. After not getting joy from approaching management, the Chairperson escalated the matter to the PSA and a letter was written to the Head of Department. The posts in dispute have thus been suspended and the process will start afresh.

Border Management Authority

A member who was transferred from the Department of Home Affairs to the Border Management Authority was denied a 13th cheque, with the employer claiming the member was newly appointed and did not qualify for the payment. The PSA declared a dispute with the Commission for Conciliation, Mediation and Arbitration, where a settlement agreement was reached with the employer acknowledging the two entities' migration of some positions. The member was happy to report that the agreement was complied with, and payment was made.

Department of Employment and Labour

The PSA Branch structure was disappointed to learn that members were unfairly discriminated against, based on gender, in the promotional process for Deputy Director: Labour Centre Operations posts at Bethal, Ermelo, and Mkondo Labour Centres. These posts were first advertised on 5 September 2022. Despite the PSA raising concerns about inaccurate employment equity targets during shortlisting, the employer proceeded with interviews. A grievance initiated by the Branch and numerous follow-ups led to an agreement by management to re-advertise these posts. The posts were re-advertised, but PSA

members were again unfairly excluded, allegedly owing to misinterpretation of *DPSA Circular No 19 of 2022*. After further grievances, the employer acknowledged errors and committed to re-advertising the posts. This is a victory for the PSA since the process has since been halted and no irregular appointments have been made at the respective Labour Centres because of pressure from the Branch. The PSA remains concerned that local stakeholders continue to endorse flawed processes and has demanded that implicated officials be recused, with the Department's headquarters taking control to ensure fairness and transparency.

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GENERAL MANAGER