



FOR PSA MEMBERS: NORTHERN CAPE DEPARTMENT OF ROADS AND PUBLIC WORKS (DRPW)

09-04-2025

Update: Northern Cape DRPW

PSA members in the Northern Cape raised concerns about the ministerial allowance that was withdrawn when they were moved to the Department from the Ministry. Despite following a grievance procedure, the matter was never attended to. The PSA arranged a bilateral meeting with the employer to resolve this matter. The PSA identified several discrepancies affecting members:

- There is a letter, dated 1 October 2014, issued by the Office of the Premier, indicating that Ministerial Personnel transferred to the Department should still be paid their ministerial allowances. Surprisingly, members' allowances were withdrawn when they were transferred to the Department in 2017. However, one of them continued to receive the allowance although in the same situation as others.
- The Office of the Premier issued another letter on 31 July 2023, overturning the decision taken as per the letter dated 1 October 2014. Therefore, this officially cancelled the continuation of payment of ministerial allowances when employees are transferred to departments.
- The PSA's submission to the employer was that since there was a directive issued regarding the continuation of payment of ministerial allowances, it would just be fair that it pays members the allowances as from 26 June 2017 until it was revoked on 31 July 2023 by the Office of the Premier. It means that members should receive backpay of six years.
- After members followed the grievance procedure, the employer felt that it would deal with the matter accordingly by applying its mind and getting back to the PSA in another bilateral within two weeks' time. An investigation was also carried out by the Labour Relations Unit of the Department, still to be signed by the HOD.

Members can rest assured that the PSA will continue addressing their issues where employers are not treating them fairly.

Reuben Maleka
GENERAL MANAGER