



PHSDSBC

PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

ARBITRATION AWARD

Panellist: **Mxolisi Alex Nozigqwaba**

Case No: **PSHS35-18/19**

Date of award: **04 July 2018**

In the matter between:

HOSPERSA obo Williams G.

(Union/ Applicant)

and

Department of Health- Eastern Cape

(Respondent)

DETAILS OF HEARING AND REPRESENTATION

1. This arbitration was heard on 25 June 2018 in Aliwal North St. Francis Hospital. The applicant, Ms. G. Williams (professional nurse at St. Francis Hospital), was represented by a HOSPERSA official, Mr. J. Walters. The respondent, Department of Health- Eastern Cape, was represented by its labour relations officer, Mr. S.L.Q. Busakwe.

ISSUE TO BE DECIDED

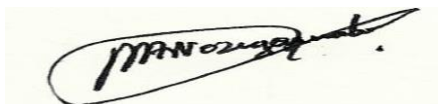
2. I am required to determine whether the applicant should be paid pay progression for December 2016 in terms of PHSDSBC Collective Agreement 3 of 2007 (the Agreement).

SURVEY AND ANALYSIS OF EVIDENCE AND ARGUMENTS

3. It was submitted for the applicant that she qualified to be paid grade progression for December 2016 assessment period in terms of the Agreement. She submitted all the requisite information. The relief she is seeking is to have her grade progression paid to her.
4. The respondent's submission is that the applicant qualifies to be paid the grade progression she is seeking. She submitted all requisite documents and they were sent to the head office for verification in November 2017. After receiving the applicant's grievance in March 2018, the department investigated and corrected the anomaly. The documents are now in a correct office and are to be processed accordingly.
5. I find that the applicant is indeed entitled to be paid the grade progression for December 2016 assessment period as her claim is not disputed by the respondent.

AWARD

6. The applicant is entitled in terms of the Agreement to the paid her grade progression for December 2016 assessment period.
7. The respondent is ordered to calculate and pay the applicant's pay progression to her bank account by not later than 31 July 2018.



Panellist: **M.A. Nozigwaba**