

MEDIA RELEASE **PSA welcomes reinstatement of COGTA Deputy Director**

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The Public Servants Association (PSA) applauds the reinstatement after dismissal, with retrospective effect from 15 May 2024, of Mr Mncedisi Makuyi, an employee of the Department of Cooperative Governance and Traditional Affairs (COGTA).

This outcome is a testament to the application of justice and legal principles, placing Mr Makuyi back at the Mkhondeni offices of the COGTA in Pietermaritzburg. His termination on 15 May 2024 was based on section 17(3)(a)(i) of the *Public Service Act, 103 of 1994*, which stipulates that an employee is deemed dismissed if absenting him or herself from official duties without permission for more than one calendar month. The PSA pursued an internal motivation to the Executive Authority, urging it to consider the PSA's submissions. The dismissal and subsequent resolution were rooted solely in legal provisions, without any connection to political decisions. The PSA remains impartial, adhering strictly to the law.

The PSA commends the MEC of Cooperative Governance and Traditional Affairs and the acting Head of Department for their exemplary leadership and commitment to fairness. Their decision to reinstate Mr Makuyi reflects adherence to section 33 of the *Constitution*, which guarantees lawful, reasonable, and procedurally fair administrative action. Their approach underscores a dedication to good governance, accountability, and fiscal responsibility by resolving the matter without resorting to costly legal disputes. This decision to reinstate Mr Makuyi rectifies an administrative injustice and sets a high standard for addressing complex issues transparently and pragmatically. The PSA acknowledges the MEC's role in championing justice and governance, which strengthens trust in public administration.

The PSA congratulates Mr Makuyi on his reinstatement and reaffirms the Union's support for public servants committed to upholding the law. This exemplifies the positive outcomes achievable through collaboration between unions and government officials, fostering a culture of professionalism and respect in the public sector. The PSA calls on other Heads of Departments to emulate this lawful and effective resolution process, ensuring fairness and efficiency in addressing administrative disputes. The PSA remains dedicated to protecting employees' rights whilst promoting accountability and ethical governance across the public sector.

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