



INFORMUS

SINCE 1920
driven by
SERVICE EXCELLENCE

FOR PSA MEMBERS: KWAZULU-NATAL (DURBAN AREA)

18-07-2024

PSA victory after protracted, complex disciplinary hearing

The PSA is proud to announce a significant victory in a protracted, complex disciplinary hearing against a member in KwaZulu-Natal. The disciplinary hearing began in 2020, with the employer accusing the member of privately selling his subsidised car. The PSA represented the member throughout the hearing, arguing that the chairperson of the hearing should recuse himself owing to bias and conflict of interest.

Despite four unsuccessful applications for the chairperson to step down, the PSA persisted in seeking justice for the member. The matter was further complicated by the non-availability of documentary evidence, subpoenaing of witnesses, and delays. The member argued that the outstanding amount on the vehicle in question was settled, meaning it was paid up, and that the Department's policies fell short in stipulating how the vehicle was still regarded as property of the state.

In a surprising turn of events, the chairperson of the hearing finally recused himself from the case. A full-time office bearer (FTOB) at the PSA Provincial Office in Durban took over the matter. The FTOB's expertise and knowledge of labour law resulted in a breakthrough in the case, and the employer was forced to withdraw charges against the member. The member praised the FTOB for intelligence, attention to detail, extensive knowledge of labour law and expressed gratitude to the PSA for allocating the FTOB to the case. The PSA was also thanked for listening to members and acting accordingly.

This victory is a testament to the PSA's commitment to ensuring justice and fairness in the workplace. To join the PSA, please contact PSA provincial organisers: Xolani Dhlamini - 073 813 9646 / xolani.dhlamini@psa.co.za, Cynthia Mbali - 082 880 8953 / cynthia.mbali@psa.co.za, or Nkosephayo Zulu - 082 880 8994 / nkosephayo.zulu@psa.co.za. Alternatively, you can contact the full-time shop stewards: Ernest Mkhize - 081 016 5028, Nondumiso Mvubu - 081 016 5024, Jabulani Bukhosi - 063 737 8498, or Sthembile Ngcobo - 081 016 5085.

Reuben Maleka
GENERAL MANAGER