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SERVICE EXCELLENCE

**FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF SOCIAL DEVELOPMENT  
(PIETERMARITZBURG AREA)**

17-07-2024

## Victory and justice for PSA member

A member at the Department of Social Development was charged with allegations of sexually assaulting his subordinate and appeared in a properly constituted internal disciplinary hearing. The member pleaded not guilty to three charges preferred against him at the disciplinary hearing and a sanction of dismissal was imposed.

The PSA appealed the sanction, arguing that the employer had failed to prove all the allegations against the member. The MEC, however, confirmed the sanction of dismissal as an appropriate sanction. The PSA, on behalf of the member, declared a dispute at the PHSDSBC and eventually PSA Labour Relations Officer represented the member during an emotional arbitration hearing. The Commissioner issued an award in favour of the PSA, ordering the employer to reinstate PSA member and further ordering the Department of Social Development to pay the member R222 796 within 14 days in lost salaries.

Members at the Department of Social Development are encouraged to bring any labour-related matter to the attention of PSA shop stewards or contact the PSA Provincial Office in Pietermaritzburg on (033) 392 7600.

Reuben Maleka  
GENERAL MANAGER