

## Victory for PSA members in Mpumalanga

### Department of Justice

A member was charged with negligence and brought before a disciplinary hearing. The employer, however, failed to institute the disciplinary hearing promptly. The PSA raised a jurisdictional point at the start of the hearing. The Chairperson indicated that both parties must submit written arguments. The Chairperson then ruled that the employer had waived its right to discipline. The matter was withdrawn.

### Department of Education

The PSA assisted a member who was brought before a disciplinary hearing for victimisation and intimidation. After deliberations and discussions, the complainant decided to withdraw the matter and not testify. The matter was withdrawn.

### Department of Social Development

A member applied for a promotional post in the position of Senior Accountant. The employer failed to appoint the successful candidate and failed to issue appointment and regret letters after a year had expired. The PSA assisted the member and a point *in limine* was raised by the employer during arbitration that the matter was premature. Both parties argued in front of the Commissioner and the Commissioner then ruled that the Council did have jurisdiction to hear the matter. The PSA is now awaiting the arbitration date.

### Department of Correctional Services

A member was brought before a disciplinary hearing and charged with harassment. He decided to plead guilty and after the PSA assisted the member with mitigating factors that were submitted in front of the Chairperson, the Chairperson issued a final written warning to the member.

Reuben Maleka  
GENERAL MANAGER