



FOR PSA MEMBERS: **EASTERN CAPE (MTHATHA AREA)**

07-02-2025

Victory for PSA member in Eastern Cape

A PSA member employed by the Department of Justice and Constitutional Development as a Court Manager faced disciplinary action after being charged with dereliction of duty and gross negligence. The allegations stated that the member failed to ensure daily cash-ups and banking as stipulated in her contract. It was also alleged that she was negligent in ensuring compliance with the Department's financial instructions regarding TPF transactions, leading to an unaccounted loss of R17 800.

During the disciplinary hearing, the member was represented by a PSA Labour Relations Officer. The respondent led evidence through three witnesses, presenting a strong case against the member, which resulted in a guilty finding and a sanction of two months' suspension and a final written warning. The PSA appealed, presenting compelling reasons that demonstrated the harshness of the sanction given the evidence led by the PSA through the member's testimony. The appeal outcome was favourable, with the sanction being reduced to a final written warning. The member was immensely relieved and satisfied with the outcome, as it significantly lessened the impact on her employment and career.

This victory highlights the PSA's unwavering commitment to protecting members' rights and ensuring fair outcomes in disciplinary matters. The PSA remains dedicated to providing strong representation and support to members, reinforcing its role as a trusted advocate in the workplace. Do not miss important feedback. Update your details by submitting your full names, ID number, cell number and email address to zizipho.kweyama@psa.co.za.

Employees who wish to join the PSA can email zingisile.mgxaji@psa.co.za or kenneth.qikani@psa.co.za.

Reuben Maleka
GENERAL MANAGER