



FOR PSA MEMBERS: KWAZULU-NATAL (DURBAN AREA)

24-03-2025

## PSA successfully represents member charged with misconduct

Mr Rajan Ciyani, a dedicated lecturer at the KwaZulu-Natal College of Emergency Care, was charged with misconduct as per the charge sheet dated 4 March 2024. The allegations of misconduct led to formal disciplinary proceedings and Mr Ciyani appeared before the hearing in July 2024.

Given the seriousness of the charges, the PSA through Labour Relations Officer, Roshan Lil-Ruthan, intervened to provide professional representation and ensure that Mr Ciyani received a fair and just hearing. The PSA, committed in protecting the rights of members, thoroughly examined the evidence, identified procedural flaws, and presented a robust defense on behalf of Mr Ciyani. Mr Lil-Ruthan skilfully argued against the allegations, highlighting inconsistencies and ensuring that due process was followed. Through meticulous preparation, cross-examination of witnesses, and strong legal argumentation, the PSA successfully demonstrated that the charges were unsubstantiated and lacked merit. Following the hearing, the presiding officer acquitted Mr Ciyani of all charges, confirming that there was no basis for disciplinary action. As a result, no sanctions have been imposed, and Mr Ciyani's professional record remains unblemished.

With this outcome, the case is now regarded as fully resolved and closed and Mr Ciyani can continue his professional duties without any restrictions or concerns. This victory reaffirms the PSA's unwavering commitment to defending the Union's members against unjust treatment in the workplace. The case serves as a testament to the importance of strong union representation, and the PSA remains dedicated to ensuring that all members receive fair and just treatment.

To join the PSA, please contact PSA provincial organisers: Xolani Dhlamini on 073 813 9646 / [xolani.dhlamini@psa.co.za](mailto:xolani.dhlamini@psa.co.za), Nkosinathi Thwala on 082 880 8953 / [Nkosinathi.Thwala@psa.co.za](mailto:Nkosinathi.Thwala@psa.co.za), or Nkosephayo Zulu on 082 880 8994 / [nkosephayo.zulu@psa.co.za](mailto:nkosephayo.zulu@psa.co.za). Alternatively, you can contact the full-time shop stewards: Earnest Mkhize on 081 016 5028, Nondumiso Mvubu on 081 016 5024, Jabulani Bukhosi on 063 737 8498, Sthembile Ngcobo on 081 016 5085 or Brendon Fisher on 083 863 6754.

**For each new member you recruit, you will receive R107.**

Reuben Maleka  
GENERAL MANAGER