

## Victory for PSA members in Limpopo

### Department of Home Affairs

A member approached the PSA for assistance after she was served with an allegation of misconduct for failure to perform her duties. Upon consultation with the member, the PSA noted that the allegation levelled against her did not fall within the member's scope of work during the period mentioned on the allegation. The PSA requested more particulars from the employer and, on perusal of the documents, was able to compile a defense. The PSA, on behalf of the member, pleaded not guilty to the allegation and the employer led evidence that was successfully rebutted. At closure of both the employer's and the employee's cases, the member was found not guilty on the allegation as the employer failed to prove on the balance of probability that the member committed misconduct.

### Department of Sports, Arts and Culture

A member who was previously employed by the Department of Higher Education at a College in Cape Town as a Librarian, approached the PSA for assistance regarding her pension claim. Despite resigning in December 2023, her pension had not been processed for two years owing to the employer citing a backlog. The member had secured a new position in Limpopo and was incorrectly advised by an official that her pension would automatically transfer to her new department upon resignation. However, it was later discovered that this was not possible owing to the termination of her contract with the College, rather than a transfer to another public-sector entity. Consequently, the pension needed to be claimed. The College in Cape Town took an extended period to provide the necessary documentation for the pension claim. The member, having relocated to Limpopo, faced challenges as the employer took advantage of her distance from the College in Cape Town and repeatedly cited a backlog as reason for the delay. In November 2024, the member approached the PSA for assistance. The PSA diligently represented her, uncovering that the employer had not submitted her documents on the system, making these untraceable. The PSA followed up with the employer, ensuring that the documents were submitted and consistently provided follow-up emails. Within less than two months, the member received her pension, a process that had been stalled for two years. This success story highlights the PSA's commitment to members and the importance of Union support in resolving such issues.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA acting Provincial Manager at [phillip.maponya@psa.co.za](mailto:phillip.maponya@psa.co.za) / WhatsApp 082 880 8967.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / [lawrence.muvhango@psa.co.za](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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