

Victory for PSA members – Limpopo

Department of Health

The PSA assisted a member during a disciplinary hearing after being served with allegations of gross insubordination and insolence for failure to take an instruction from the supervisor. After consultation with the member, the PSA pleaded not guilty to the allegations. The chairperson found the member guilty and meted a sanction of demotion and three months without salary. The PSA further assisted the member with an appeal and argued that the sanction of the chairperson was a punishment and that the sanction be set aside. Consequently, the Appeal Authority reduced the sanction of the chairperson to one month's suspension without salary.

Department of Agriculture and Rural Development

A member approached the PSA for assistance after being served with misconduct allegations. Upon consultation with the member, it was discovered that the member has been on precautionary suspension for a period that is about to exceed 60 days. Noting that the employer did not have an intention to uplift the suspension, the PSA argued that the suspension of the member must be lifted. The chairperson ruled in favour of the employer after the employer made an application to extend the suspension. During the second sitting of the disciplinary hearing, the employer made another request for an extension pending the outcome of the disciplinary hearing. The PSA argued that the reason for the employer is not in line with the disciplinary code and procedure. The chairperson agreed that the continuous suspension of the member was unfair and ruled that it be lifted with immediate effect.

The PSA will do everything in its 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 or WhatsApp at 082 880 8967.

Employees who wish to join the PSA can contact Lawrence Muvhango at 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto at 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER