



FOR PSA MEMBERS: **NORTHERN CAPE**

27-02-2025

Victory for PSA members - Northern Cape

Department of Correctional Services

A PSA member at the Department of Correctional Services was presented with a charge sheet containing several charges and approached the PSA for assistance. The disciplinary hearing took 13 months to conclude. The PSA continued to assist the member as the Union believed in her case. Unfortunately, the member was dismissed. The PSA through, the shop steward at the institution, wrote a compelling appeal. The member was re-instated, and the sanction was changed from dismissal to a one-month suspension.

Department of Education

A PSA member at Department of Education had a dispute regarding the Employee Performance Management Development System (EPMDS). The situation persisted for two years. Despite efforts by the member to have the matter resolved, the employer did not assist. The PSA declared an unfair labour practice relating to benefits and it turned out that five other officials were affected in a similar manner to the member. The matter was eventually concluded with a favourable settlement agreement at arbitration, where the employer acknowledged the unfair treatment of the member.

Reuben Maleka
GENERAL MANAGER