



InformUS



FOR PSA MEMBERS: NORTH WEST

16-04-2025

Victory for PSA member

Department of Health

A member was dismissed following a disciplinary hearing where the member was charged with five counts of misconduct. An appeal was lodged but was unsuccessful, whereafter a referral was made in terms of an unfair dismissal. The applicant sought the relief of being reinstated retrospectively. The matter was subsequently arbitrated, and the Commissioner found the dismissal of the applicant to be procedurally fair but substantively unfair. The respondent, the Department of Health, was ordered to reinstate the applicant in his employment on terms and conditions no less favourable to him than those that governed the employment relationship immediately before his dismissal. The applicant was to tender his services to the respondent on 14 April 2025.

Reuben Maleka
GENERAL MANAGER