

<b>MEDIA RELEASE</b>	PSA condemns employers who prioritise work and profit over employees' lives
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<b>EMBARGO</b>	None
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The Public Servants Association (PSA) is disturbed by reports surrounding the tragic death of 29-year-old, Ms Gcina Angel Dhladhla, who reportedly collapsed and died at *Cartrack's* Rosebank offices in Johannesburg after allegedly being required to continue reporting for duty despite ill health and extreme fatigue.

The PSA extends the Union's sincere condolences to the Dhladhla family, friends, and colleagues during this painful time. No family should have to lose a loved one under circumstances where concerns about an employee's health were allegedly known but not treated with the necessary urgency, compassion, and seriousness. The PSA stresses that no workplace should place operational demands, targets, productivity, and profit above the life, health, and dignity of employees. Employers have a legal and moral duty to provide a safe and healthy working environment. This duty does not end with physical safety in the workplace but extends to the proper management of illness, fatigue, mental strain, burnout, and other health-related risks.

Reports indicate that Ms Dhladhla had allegedly submitted sick notes in the weeks leading up to her death raise serious concerns about how her condition was handled by the employer. Sick leave, medical certificates, and complaints of fatigue must never be treated as administrative inconveniences or signs of poor commitment. These are warning signals that require humane, responsible, and lawful action. The PSA calls for a full, independent, and transparent investigation into the circumstances leading to Ms Dhladhla's death, including whether the employer complied with its obligations under occupational health and safety laws, basic conditions of employment, internal workplace policies, and the duty of care owed to employees.

This tragedy must serve as a wake-up call to all employers in the public and private sectors. Employees are not machines. They are mothers, fathers, daughters, sons, siblings and breadwinners. No employee should be forced, pressured, or intimidated into choosing between keeping their job and protecting their health.

The PSA further calls on the Department of Employment and Labour and all relevant authorities to intervene where employers disregard medical advice, deny employees the right to recover, or create workplace cultures where employees are afraid to report illness. Employers must be held accountable where negligence, intimidation, victimisation, or disregard for employee welfare is found.

The PSA urges workers to report unsafe and unhealthy working conditions, including unreasonable pressure to work whilst medically unfit. The Union also calls on employees, shop stewards, and workplace representatives to remain vigilant and to challenge any employer conduct that undermines the right to life, dignity, health and fair labour practices. The death of Ms Dhladhla must not be reduced to another headline. It must lead to accountability, reform and a renewed commitment to humane workplaces where the lives of employees matter more than targets and profit.

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