

MEDIA RELEASE PSA welcomes reintegration of suspended managers by Mpumalanga Department of Health

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The Public Servants Association (PSA) notes and welcomes the decision by the Mpumalanga Department of Health to initiate the process of reintegrating managers, who have been on prolonged precautionary suspension, into their respective positions.

This development follows a series of engagements with the Department, as well as formal requests for intervention directed to the MEC, the Premier, and the Minister of Health.

The PSA further notes that in several related matters, disputes were declared at the Public Health Social Development Sectoral Bargaining Council regarding alleged unfair suspensions, and settlement agreements were concluded under the auspices of the Council. In instances where no adverse findings of misconduct were made, and where no formal disciplinary proceedings were instituted against affected employees, the Department has nevertheless continued to engage with the PSA towards the resolution of these matters. The PSA accordingly urges the Department to ensure a safe, fair, and supportive working environment for all employees, and to provide appropriate psychosocial support to those adversely affected by prolonged suspensions and related processes.

The PSA has consistently maintained that precautionary suspension is not intended to be punitive in nature and must be applied strictly for no longer than is reasonably necessary. Prolonged suspensions prejudice employees and their families, undermine morale, and negatively impact service delivery, whilst also placing an avoidable financial burden on the public.

The reintegration of these managers reflects a commitment by the Department to the principles of fairness, administrative justice, and sound labour relations. The PSA commends the Department for this step and encourages it to continue reviewing all outstanding long-term suspension cases to ensure that these are addressed fairly, expeditiously, and in accordance with the applicable legal and labour relations framework. The PSA is committed to engaging constructively with the Department in promoting fair labour practices, safeguarding the rights of employees, and supporting the efficient delivery of quality healthcare services to the people of Mpumalanga.

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