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FOR PSA MEMBERS: **FREE STATE**

29-06-2022

PSA welcomes CCMA ruling: *PSA obo Head of Free State Office of Public Protector and Public Protector*

The Commission for Conciliation, Mediation, and Arbitration (CCMA) has ordered the Public Protector to reinstate a PSA member and pay R1.5 million as backpay after the member was dismissed in 2020.

The member was dismissed after he was charged with several allegations of misconduct. The PSA referred an unfair dismissal case to the CCMA. The Commissioner on 24 June 2022 ruled against the Public Protector in this case regarding the dismissal of our member. In a ruling in favour of the member, the Commissioner ordered the Public Protector to reinstate the member before 4 July 2022 as the dismissal of the member by the Public Protector was found to be substantively unfair.

The Commissioner in his findings indicated that: "There is a very important point to be made about the respondent's conduct and decision to discipline and subsequently dismiss the applicant for the views he expressed during the various media interviews. As an institution mandated to support and strengthen constitutional democracy, the respondent should be well aware of the Constitution, which guarantees everyone the right to freedom of expression."

This ruling is another example of PSA's commitment to ensure that justice prevails for members.

GENERAL MANAGER