



INFORMUS

SINCE 1920
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SERVICE EXCELLENCE

FOR PSA MEMBERS: KWAZULU-NATAL

07-11-2022

Victory for PSA member: KwaZulu-Natal Department of Health

The following is an example where the PSA successfully stepped in on behalf of a member:

A PSA member was subjected to a disciplinary hearing for misconduct charges and was found guilty on the charges levelled against him. The chairperson of the hearing pronounced a sanction of demotion from Medical Manager Grade 2 to Medical Officer Grade 3. With the assistance of the PSA, a dispute was referred to the PHSDSBC in terms of section 186(2)(b) of the *Labour Relations Act*, challenging the sanction arising from the disciplinary hearing.

At the arbitration hearing on 12 September 2022, the PSA presented a convincing argument, challenging the chairperson's decision of finding the member guilty of misconduct and of meting out a sanction of demotion without factual evidence. During arbitration, the sanction imposed at the disciplinary hearing was set aside and the employer was ordered to re-instate the member to his former position of Medical Manager Grade 2 not later than 11 November 2022.

The member was very satisfied with the assistance received from the PSA and felt that indeed he made a good choice by joining the Union of Choice.

GENERAL MANAGER