

Update: Victory for PSA members in Limpopo

Department of Home Affairs

The PSA assisted a member after he was informed that his services would be terminated on account of ill-health in terms of paragraph 8.8 of the Procedure on Incapacity Leave and Ill Health Retirement (PILIR). The PSA informed the employer that the member is still fit to work and that it must first consider other available options. The employer, however, proceeded and informed the member in writing that his last working day would be 31 August 2022. The PSA assisted the member to submit medical reports substantiating the improvement of his health and requesting the employer to reconsider its decision before terminating the employee's services. The employer subsequently withdrew the approval for shortened ill-health retirement based on the new information.

Department of Justice and Constitutional Development

The PSA represented a member who was charged for fraud and gross dishonesty following changes made to dates on medical certificates when applying for sick leave. The member pleaded guilty and a sanction of one month's suspension without pay and a final written warning was imposed by the chairperson. Members are urged to desist from fraudulently changing information on medical certificates as this conduct, in most cases, leads to dismissal.

South African Social Security Agency (SASSA)

A member was charged with misconduct after allegations of failing to prevent and report fraud amounting to more than R900 000. The PSA successfully represented the member who pleaded not guilty. The chairperson found the member not guilty of all allegations.

Two other members were also represented in a disciplinary hearing related to allegations ranging from fraud, gross dishonesty, and gross negligence when they captured applications for disability grants. Both members pleaded guilty and received a sanction of a final written warning and one month's suspension without pay.

The PSA continued to assist another member who was on precautionary suspension beyond the required period in terms of the disciplinary code for the Public Service in declaring a dispute of unfair suspension. The employer settled the matter by uplifting the unfair suspension.

GENERAL MANAGER