

Victory for PSA members in Limpopo

Office of the Premier

A member approached the PSA for assistance with a disciplinary hearing after being served with five allegations of misconduct for failing to comply with the performance management policy, unacceptable conduct, and misrepresentation. The PSA assisted the member and during the disciplinary hearing raised a point *in limine* regarding the allegation that it was splitting of allegation. The employer agreed and withdrew two allegations and only three remained. The member pleaded not guilty to the remaining three allegations and subsequently the chairperson found the member guilty on only one allegation. The PSA further assisted the member with mitigating factors and consequently the chairperson pronounced a sanction of a final written warning as an appropriate sanction.

Department of Social Development

The PSA assisted a member with allegations of gross dishonesty, including misuse of state vehicles and unauthorised use of state vehicles. The member pleaded guilty to the allegations and the chairperson meted a sanction of three months' suspension without salary. The PSA assisted the member with an appeal. The appeal authority reduced the sanction to one months' suspension without salary. The member was happy with the outcome.

Department of Agriculture and Rural Development

Two members were assisted by the PSA after being served with 44 allegations of gross negligence and misconduct. The allegations of gross negligence were regarding failure to follow tender processes. Both members pleaded guilty to all allegations and the PSA assisted them with mitigating factors. The chairperson meted a sanction of a final written warning, and both members accepted the sanction.

The PSA will protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. Members needing assistance with their cases can contact the PSA Provincial Manager at john.teffo@psa.co.za or WhatsApp 079 513 9856.

Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

Reuben Maleka
GENERAL MANAGER