



FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES - LIMPOPO**

23-07-2025

PSA successfully assists member in mitigating harsh disciplinary sanction

Department of Correctional Services (DCS)

The PSA recently secured a significant outcome of appeal for a member employed by the Department of Correctional Services (DCS) who was facing serious charges of misconduct. The member was charged with three allegations of misconduct, including repeated unauthorised absenteeism and failure to report for duty at the designated night-shift parade as instructed, instead of reporting to external security. A plea of guilty was entered during the disciplinary proceedings, given the weight of the evidence presented.

During the hearing, the employer submitted strong arguments in aggravation, highlighting the importance of discipline in the correctional environment. It was argued that as an official in the criminal justice system, the member had a responsibility to conduct himself in a manner consistent with his role as a rehabilitator. The employer further confirmed that the member had been previously assisted through the Employee Assistance Programme (EAP) for alcohol dependence abuse and contended that the misconduct amounted to deliberate defiance of lawful instructions.

The disciplinary chairperson imposed a sanction of three months' suspension without pay as an alternative to dismissal. The PSA lodged an appeal against the sanction, arguing that it was excessively harsh given the mitigating circumstances, including the member's participation in rehabilitation and the employer's obligation to facilitate the employee's rehabilitation through further treatment programmes. Following the appeal, the sanction was successfully reduced to one month suspension without pay. The PSA is committed to protecting the rights and interests of members, ensuring that fair and proportional disciplinary outcomes are achieved, even in complex and serious matters.

The PSA will do everything in the Union's power to 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 acting PSA Provincial Manager at phillip.maponya@psa.co.za. 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