



FOR PSA MEMBERS: **EASTERN CAPE (GQEBERHA AREA)**

03-07-2025

Victory for PSA members

The PSA Provincial Office in Gqeberha is proud to confirm the following successful cases recently dealt with:

Department of Correctional Services: Victory in unfair suspension case

A member at the Department of Correctional Services was suspended without pay for two months following a disciplinary hearing held in his absence. The member was charged for allegedly using vulgar language, but challenged the suspension as a sanction, citing procedural irregularities and unfair treatment. A dispute was declared at the General Public Service Bargaining Council. The arbitrator ruled in favour of the member, confirming that the disciplinary process was flawed. The Department was ordered to reimburse the member R40 970.58 within 30 days.

SASSA: Protecting members through fair outcomes

The PSA was instrumental in securing fair and balanced outcomes for two members at SASSA:

- A member faced two charges (gross dishonesty and negligence), both of which the member admitted to. Despite the seriousness of the charges, the PSA ensured the member was not dismissed but instead received a three-month suspension without pay and corrective counselling, a more appropriate and constructive outcome.
- A member was involved in a grievance after allegedly insulting a team leader in front of colleagues and clients. Through the PSA's representation, the matter was resolved without escalation, with the member receiving a final written warning and counselling.

These outcomes underscore the PSA's commitment to rehabilitation or correction of behaviour over punishment, always advocating for balanced and fair resolutions. These victories reaffirm the PSA's dedication to safeguarding members' rights across all Departments. Whether it is through challenging unfair procedures or negotiating appropriate disciplinary outcomes, the PSA remains members' unwavering voice in the workplace. **Not yet a member? Join the Union that stands with you!**

Reuben Maleka
GENERAL MANAGER