



FOR PSA MEMBERS: **EASTERN CAPE - GQEBERHA AREA**

09-09-2025

Victory for PSA members

Department of Correctional Services

- A member was charged for displaying abusive or insolent behaviour and was represented by full-time shop steward (FTSS). During the disciplinary hearing the member was found guilty and received a written warning, which the member accepted and was satisfied with.
- Another member faced charges of absenteeism without valid reason or permission. With the representation by the FTSS, he received only a final written warning. The member was satisfied with the outcome.
- Members were dissatisfied with salary increases, which they felt the employer implemented incorrectly. Grievances were lodged about incorrect salary increases implementation by the employer. After the matter could not be resolved through the grievance procedure, a dispute was declared at the GPSSBC for conciliation and later arbitration. The award was in the PSA's favour and such that the employer rectified the mistake.

Department of Home Affairs

A member was charged for misconduct for irregularly capturing or registering a death using their user ID, without following correct procedures. With full support from the FTSS during this disciplinary hearing, the outcome was a final written warning, which the member accepted as fair.

South African Revenue Service (SARS)

A member was charged with misconduct for refusal to obey a reasonable and valid instruction. During the disciplinary hearing, he was represented by the PSA full-time shop steward in SARS and received only a final written warning. The member expressed satisfaction with the outcome.

These victories show the importance of PSA representation in protecting the rights and interests of members.

Reuben Maleka
GENERAL MANAGER