



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

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## Victory for PSA members

The PSA continues to protect and promote the rights of members across workplaces. Below is feedback on recent cases successfully handled by PSA representatives.

### Department of Correctional Services

- A member was charged with occupying state accommodation without approval and failing to return state keys as instructed. The member was represented by a PSA full-time office bearer and was found not guilty on both charges.
- A member was dismissed after being charged with theft, bribery, and fraud. The PSA lodged an appeal, resulting in the sanction being reduced to three months' suspension without pay. The matter was referred to the GPSSBC where the PSA represented the member. The Arbitrator ruled in favour of the PSA, ordering the employer to reimburse the member R96 331.77 for the three months' unpaid suspension.

### South African Social Security Agency

A member was dismissed for alleged misconduct. The appeal was unsuccessful, and the case proceeded to the CCMA. At arbitration, the PSA secured a settlement agreement, with the employer agreeing to reimburse the member with R101 658.75.

### National Prosecuting Authority of South Africa

A member was charged with misconduct related to poor performance resulting from temporary incapacity leave challenges. The PSA full-time office bearer represented the member. Although dismissal is common in such matters, the PSA secured a recommended transfer closer to the member's family, ensuring a more supportive working environment.

### Department of Transport

A member faced misconduct charges related to gross insubordination for refusing to transport officials, and prejudice to the administration for bringing the Department into disrepute. The hearing was held virtually, and the member was represented by the PSA. The member pleaded guilty and requested leniency. The employer issued a final written warning and a three-month suspension without pay, which the member accepted.

### **Department of Sport, Recreation, Arts, and Culture**

A member was charged with dereliction of duty, fruitless and wasteful expenditure, unauthorised absence, and insubordination. The PSA represented the member. Three charges were formally withdrawn, leaving only dereliction of duty. An informal hearing later found the member guilty, resulting in a final written warning. The PSA assisted the member in appealing the outcome and referring the matter to arbitration as an unfair labour practice. At arbitration, represented by a PSA full-time shop steward, parties reached a settlement agreement. The verdict and sanction were withdrawn, and all records of the disciplinary outcome were removed from the member's file.

The PSA is committed to defending members' rights through professional representation and dedicated support. Members experiencing workplace challenges are encouraged to contact the PSA for assistance.

Reuben Maleka  
GENERAL MANAGER