



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

12-09-2025

PSA secures victories for members

The PSA continues to deliver victories for members across departments, reaffirming the Union's commitment to protecting members' rights and ensuring fair labour practices.

Department of Correctional Services: Assault case dismissed

A member faced charges relating to assault at the workplace. During the proceedings, the PSA representative presented strong arguments focusing on the non-compliance with timeframes. After careful consideration, the case was dismissed, securing a just outcome for the member.

Department of Health: Unlawful removal from workplace

A PSA member was unfairly and unprocedural removed from her workplace by the CEO who acted without the authority to do so. Despite a grievance meeting being convened, the matter remained unresolved. The PSA escalated the issue and engaged the Department of Health at provincial level. As a result, the hospital was instructed to reinstate the member, and she has since returned to work.

Department of Transport

A member was charged with (1) Gross dishonesty, for allegedly declaring a school transport vehicle as fit for learner transport whilst it was claimed to be unfit, and (2) Negligence, for allegedly failing to properly execute her duties. At the disciplinary hearing, the PSA representative presented strong arguments in defence of the member. Instead of dismissal or a harsher sanction, the outcome was a one-month suspension and a final written warning.

These outcomes demonstrate the PSA's dedication to standing firm against unfair labour practices and ensuring that members receive fair representation and justice in the workplace.

Disclaimer: Whilst the PSA will always defend and represent members, the Union does not condone misconduct, negligence, or rule-breaking. Members are expected to act in accordance with the law, policies, and professional standards.

For assistance with workplace or disciplinary matters, members can contact the PSA Mthatha Provincial Office:

- Zingisile Mgxaji - 082 880 8959 / zingisile.mgxaji@psa.co.za
- Zizipho Shukuma - 082 880 2936 / zizipho.shukuma@psa.co.za

Employees wishing to join the PSA are encouraged to contact the Office using the details above.

Reuben Maleka
GENERAL MANAGER