



FOR PSA MEMBERS: **GAUTENG - JOHANNESBURG AREA**

06-11-2025

Victory for PSA member

A PSA member, employed as Social Work Manager by the Gauteng Department of Health at Charlotte Maxeke Johannesburg Academic Hospital, was precautionary transferred on 29 November 2022 pending investigation of misconduct allegations. She was allocated to a clinic and assigned duties of Data Capturer. This constitutes demotion as she is employed on salary level 12 but assigned duties equivalent to salary level 5. She was also not made to sign a performance agreement and allowed to undergo performance assessment.

The PSA lodged a dispute of unfair labour practice at the Bargaining Council. The Bargaining Council found the Gauteng Department of Health (GDOH) to have committed an unfair labour practice. The GDOH was also ordered to sign performance agreement, assess her performance, pay her pay progression, uplift the precautionary transfer, and pay the member compensation of more than R80 000. The PSA member was charged with 16 counts of allegations of misconduct. The PSA represented her at the disciplinary hearing. During a disciplinary hearing, the GDOH withdrew two charges and failed to prove the other 14 charges. The member was found not guilty on all 14 charges of misconduct.

This is one of many cases where the PSA has done due diligence in providing excellent service in member representation. To join the PSA, contact Sibusiso Ndzala on 082 880 8964 / sibusiso.ndzala@psa.co.za or Mandy Modise on 082 880 8952 / mandy.modise@psa.co.za.

Reuben Maleka
GENERAL MANAGER