



FOR PSA MEMBERS: GAUTENG (PRETORIA AREA)

19-06-2025

Victory for PSA members

Gauteng Department of Health

- The PSA successfully defended a member charged with three counts of soliciting sexual harassment. At the disciplinary hearing, the PSA entered a plea of not guilty on behalf of the member and strongly argued for the withdrawal of the charges. Following consistent engagement and persuasive representation, the Department withdrew all charges, and the member was fully absolved.
- In another matter, a member was charged with theft, a normally dismissible offence. The PSA represented the member at the disciplinary hearing, arguing for a fair and proportionate outcome. Owing to the PSA's intervention, the member was found guilty but received a reduced sanction of one month's suspension without pay, avoiding dismissal.

Department of Basic Education (DBE)

Three PSA members approached the PSA after being on salary level 5 for over 15 years, despite being eligible for grade progression under PSCBC Resolution 3/2009. After the DBE failed to resolve the grievance internally, the PSA referred the matter to the GPSSBC for conciliation and arbitration. Before the arbitration could proceed, the DBE opted to settle the matter favourably, and all three members will now receive their long-overdue grade progression.

Department of Home Affairs (DHA)

A PSA member, previously employed on contract, had his services terminated in December 2024. Upon engagement with the DHA through the office of the DDG, the termination was initially defended as fair. However, the PSA presented compelling evidence of procedural and substantive unfairness, which led to further negotiations. As a result, the DHA agreed to reinstate the member after six months, with full back pay. The member has since returned to work and received his outstanding salary.

The PSA is proud to have brought positive outcomes in these matters. The PSA's commitment to fair labour practices, just outcomes, and strong representation remains unwavering. These victories highlight the PSA's ongoing dedication to protecting the rights and interests of members.

Employees who want to join the PSA can visit the PSA's website or contact the PSA Provincial Office.

Reuben Maleka
GENERAL MANAGER