



FOR PSA MEMBERS: KWAZULU NATAL (DURBAN AREA)

17-07-2025

PSA secures transfer for professional nurse, SB Khumalo – A landmark victory for human dignity and labour rights

The PSA successfully secured a transfer for Professional Nurse S.B. Khumalo from Prince Mshiyeni Memorial Hospital (PMMH) to Itshelejuba Hospital, following a protracted grievance process.

The member, represented by the PSA's Durban Provincial Office, submitted a transfer request based on pressing socio-familial obligations concerning the welfare and care of her minor children. The transfer was not approved, and the member submitted a formal grievance, motivating the transfer by citing compelling family responsibility obligations. The Operational Manager of Ms. Khumalo assisted by providing a written recommendation validating the request and explicitly warning of potential child neglect should the matter not be resolved. The PSA intervened by lodging formal correspondence and representation of the member with the Human Resources Directorate. The PSA engaged in structured dialogue with management under the framework of the *Labour Relations Act* and applicable Public Service regulations.

The positive outcome reaffirms the PSA's commitment to ethical labour practices. The PSA ensured that the employer exercised discretion within the bounds of equity and fairness, thereby aligning operational decisions with constitutional and legislative imperatives. This matter sets a precedent in affirming the human rights approach to labour administration and ensuring that social justice and family obligations are not subordinated to administrative convenience. It further sets a precedent in the protection of women in the workplace from indirect discrimination related to caregiving roles and enhances the PSA's position as a protector of employee dignity and well-being. Transfers should be assessed holistically, considering both operational needs and employee well-being. Management must act reasonably and fairly, failing which the PSA will act decisively.

Employees facing similar challenges are encouraged to approach the PSA without delay for support and representation. This case demonstrates the indispensable value of PSA membership. Without the PSA's intervention and legal advocacy, this member would have continued to endure unnecessary hardship, impacting not only her life but that of her children.

Please contact our provincial organisers or full-time shop stewards. You can reach Mr. Xolani Dhlamini at 073 813 9646/ xolani.dhlamini@psa.co.za, Nkosinathi Thwala at 082 880 8953/ Nkosinathi.thwala@psa.co.za, or Mr. Nkosephayo Zulu at 082 880 8994/ nkosephayo.zulu@psa.co.za.

Alternatively, you can contact the full-time shop stewards Earnest Mkhize at 081 016 5028, Ms. Nondumiso Mvubu at 081 016 5024, Mr. Jabulani Bukhosi at 063 737 8498, Sthembile Ngcobo at 081 016 5085 or Brendon Fisher at 083 863 6754. For each new member you recruit, you will receive R107.

Reuben Maleka
GENERAL MANAGER