

FOR PSA MEMBERS: LIMPOPO

14-04-2025

PSA shop steward achieves positive outcome in complex disciplinary case

The PSA's Provincial Office: Limpopo proudly acknowledges the outstanding representation provided by one of the Union's dedicated shop stewards, who is a participant in the PSA's *Mentoring of Shop Stewards* programme. This shop steward recently achieved a commendable outcome in a disciplinary case involving a member employed by the Department of Correctional Services.

The member faced four counts of serious misconduct, including dereliction of duty and breach of security protocols, after leaving his post whilst assigned to guard an offender at an external hospital. Owing to the weight of the evidence, a guilty plea was submitted during the proceedings. In its submission, the employer argued for a sanction of three months' suspension without pay as an alternative to dismissal, citing the seriousness of the misconduct and its potential implications on operational security. However, through skillful and strategic representation, the shop steward presented a robust case in mitigation. Key arguments included:

- Ongoing staffing and operational challenges faced by the Department,
- Inconsistent application of disciplinary measures across similar cases, and
- Significant delays by the employer in initiating the disciplinary process.

As a result of these compelling submissions, the chairperson issued a final written warning instead of the severe sanction proposed by the employer. This outcome is a testament to the shop steward's dedication, skill, and understanding of labour relations. The PSA commends this sterling work and reaffirms the Union's commitment to continuously supporting and developing shop stewards through capacity-building initiatives such as the mentoring programme.

Members needing assistance with their cases can contact the acting PSA Provincial Manager at phillip.maponya@psa.co.za. Employees who wish to join the PSA can contact Lawrence Muvhango on 082 880 8995 / lawrence.muvhango@psa.co.za or Paulina Moloto on 082 880 8957 / paulina.moloto@psa.co.za.

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