



FOR PSA MEMBERS: **LIMPOPO**

29-08-2025

Victory for PSA members in Limpopo

The PSA Provincial Office is proud to report the following successes in disciplinary hearings:

Department of Correctional Services

A member charged with serious allegations of misconduct, including reporting for duty whilst under the influence of alcohol and improper conduct, was represented during a disciplinary hearing. A plea of guilt was entered during the disciplinary proceedings, given the weight of the evidence presented. During the hearing, the employer submitted strong arguments in aggravation, highlighting the importance of discipline in the correctional environment. The PSA presented strong arguments in mitigation, including reasons for refusing employer assistance through EAP and the fact that the member was being treated by a psychiatrist. A sanction of a final written warning was handed down. This is significant given outcomes in similar matters.

Department of Health

A Medical Officer was represented during disciplinary proceedings following allegations of gross dishonesty relating to the sale of hospital medication to patients. A plea of guilty was entered during the disciplinary proceedings, given the weight of the evidence presented and the member was subsequently dismissed. The PSA further assisted the member in successfully appealing against the sanction of dismissal. A sanction of three months' suspension without pay as an alternative to dismissal was imposed.

The PSA is committed to protecting the rights and interests of members, ensuring that fair and proportional disciplinary outcomes are achieved, even in complex and serious matters.

The PSA will do everything in the Union's power to protect members' rights and promote their interests as practicing service excellence is an important value of the PSA. 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.

Reuben Maleka
GENERAL MANAGER