



FOR PSA MEMBERS: **LIMPOPO**

08-10-2025

## Victory in notable disciplinary hearing outcomes

### Department of Education

A member, appointed as a Deputy Director, was charged with allegations of misconduct related to her role as Chairperson of the Bid Evaluation Committee. The allegations stemmed from her alleged failure to exercise due diligence in ensuring compliance with procurement procedures during the appointment of a service provider. This oversight led to irregular expenditure amounting to R127 851, in contravention of the Preferential Procurement Regulations (PPR). In view of the strong evidence presented against the member, she pleaded guilty to the charges. The PSA submitted detailed and compelling arguments in mitigation, resulting in the disciplinary Chairperson imposing a sanction of suspension without pay for two months. Upon appeal, the PSA further assisted the member, and the appeals authority overturned the sanction, reducing it to a final written warning.

### Department of Forestry, Fisheries, and the Environment

Two members, holding positions of Deputy Director and Assistant Director respectively, were charged with dereliction of duty, misrepresentation, and violations of the *Public Finance Management Act*. The charges related to their signing of project completion certificates, confirming that supplier-delivered projects met required standards, claims that were later proven to be inaccurate. After being advised of their limited prospects in defending the allegations, both members pleaded guilty. Although the charges were viewed as serious by the employer, the PSA's comprehensive explanation of the plea and strong mitigation arguments persuaded the Chairperson to impose a more lenient sanction of a final written warning and suspension without pay for one week.

### Limpopo Provincial Treasury

A Senior Official was charged with misconduct arising from a June 2019 payment request to a service provider. The charges alleged a contravention of section 45 of the *Public Finance Management Act*, gross negligence, alternatively negligence, and exposing the Department to financial risk by supporting a payment that allegedly violated the Memorandum of Agreement. The member was found not guilty on all allegations.

## South African Social Security Agency (SASSA)

A member, appointed as an Assistant Director Human Resources, was charged with serious misconduct. The employer accused the employee of breaching confidentiality by violating the *Protection of Personal Information Act 4 of 2013*, regarding access to personal information also citing that the member had acted as a witness for an applicant in CCMA arbitration proceedings, where she disclosed personal information of job applicants. The member was handed down a sanction of a final written warning and one month suspension without pay as an alternative to dismissal following compelling arguments in mitigation. 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.

## Important note to members

Whilst these outcomes represent significant victories for the PSA and the Union's members, the Provincial Office continues to receive a high number of requests for representation in disciplinary cases involving Supply Chain and Procurement misconduct. Members are strongly urged to:

- Rigorously adhere to all policies and regulatory prescripts.
- Avoid signing off on payments or completion certificates without personally verifying all relevant facts.

Non-compliance may lead to serious disciplinary consequences.

Members needing assistance with their cases can contact the acting PSA Provincial Manager at [phillip.maponya@psa.co.za](mailto: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](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on **082 880 8957** / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

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