



FOR PSA MEMBERS: LIMPOPO

21-10-2025

Victory for PSA members in Limpopo

Department of Home Affairs

Two members approached the PSA for assistance with representation in a disciplinary hearing on allegation of misconduct. The charges were relating to demanding an undisclosed amount of money for the release of illegal foreigner without following immigration procedures. Both members pleaded not guilty to the allegations. The employer presented the case as alleged and argued that even though the members did not receive the money there was an intention to commit fraud. The PSA argued that the members did not contravene any procedures and that they followed the procedure in line with the *Immigration Act*. It was further argued that the matter was reported to the employer the following day and it was not possible that there could be the intention to commit fraud. The Chairperson conceded to the PSA's arguments and ruled that both members did not commit any misconduct and found them not guilty.

Department of Transport and Community Safety

The PSA assisted a member after the employer issued a written warning for irregular expenditure for failing to follow supply-chain processes. The member accepted the warning even though the irregular expenditure was approved by the Head of the Department. Later the employer issued another warning for the same offence and stated fruitless and wasteful expenditure. The member appealed the warning, and the appeal authority confirmed the written warning. The PSA assisted the member to declare a dispute which could not be resolved during conciliation and arbitration was requested. The PSA requested the Commissioner to decide if the conduct by the employer amounts to an unfair labour practice and, if so, compensate the employee. During arbitration, the employer argued that the member owed it because of the additional amount incurred. Consequently, the Commissioner ruled in favour of the member that indeed the member was punished twice for the same offence, which amounts to double jeopardy and ordered the employer to compensate the member for one month's salary amounting to R59 600 for the unfair labour practice.

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 PSA acting Provincial Manager at phillip.maponya@psa.co.za / WhatsApp 082 880 8967.

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