



FOR PSA MEMBERS: **LIMPOPO**

30-09-2025

Victory for PSA member - Limpopo

Department of Agriculture and Rural Development

A member approached the PSA for assistance after being served with an allegation of misconduct for sexual harassment. The PSA upon consultation noted that the member was placed on precautionary suspension pending finalisation of the investigations. At the commencement of the hearing, the PSA raised points *in limine*, challenging the legality of the member's continued protracted precautionary suspension, which had exceeded the 60-day period, prescribed by the Disciplinary Code and Procedure for the Public Service. The PSA argued that the extended suspension was in direct contravention of the applicable regulations and constituted an unfair labour practice. The Chairperson upheld the PSA's argument and ruled that the suspension was unlawful, ordering the immediate upliftment of the precautionary suspension.

At the disciplinary hearing, the member pleaded not guilty to the allegation and subsequently the Chairperson ruled that the employer failed to prove on the balance of probability that the member committed the misconduct and found the member not guilty. The PSA commends the Chairperson for upholding the principles of fairness and procedural compliance. The PSA will continue to advocate for just and transparent labour practices and stands firm in the Union's mission to safeguard the dignity and rights of public servants.

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 or WhatsApp to 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