



FOR PSA MEMBERS: **BORDER MANAGEMENT AUTHORITY - LIMPOPO**

---

13-08-2025

## Victory for PSA member in Limpopo

The PSA assisted a member with a disciplinary hearing after being served with allegations of misconduct for gross dishonesty and/or failure to follow processes in the port of entry. Further, that the member failed to verify the visa and failed to refer the client to inspectorate as well as contravention of prescripts and legal obligations. The PSA consulted with the member in preparation for the disciplinary hearing. During the hearing, the PSA noted that both the employer representative and the Chairperson are attorneys.

The PSA subsequently raised an objection in terms of the Disciplinary Code and Procedure for the Public Service that it is not automatic for an attorney to attend the hearing, and that an application must be made. The PSA further argued that the Code is very clear in terms of clause 7.3(b) that the employee appointed to chair the hearing must be of higher grade than that of the representative of the employer and raised an objection that the chairperson as well as the employer representative are not employees of the employer and must be recused. Written arguments were submitted and unfortunately the chairperson ruled that both attorneys will continue with the hearing.

The member pleaded not guilty and called witnesses in support. The PSA argued in closing that the Code of Good Practice requires the employer to prove on the balance of probability that the employee committed misconduct and is guilty of the offence. Most importantly, it must be proved that a rule existed and that the employee was aware of such a rule. Consequently, the chairperson found the employee not guilty on the allegations. The member is very happy with the outcome.

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 on [phillip.maponya@psa.co.za](mailto:phillip.maponya@psa.co.za) / 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](mailto:lawrence.muvhango@psa.co.za) or Paulina Moloto on 082 880 8957 / [paulina.moloto@psa.co.za](mailto:paulina.moloto@psa.co.za).

Reuben Maleka  
GENERAL MANAGER