



FOR PSA MEMBERS: **MPUMALANGA**

03-11-2025

Victory for PSA member

Department of Home Affairs

The PSA is pleased to inform members of a significant victory in the protection of employees' rights and the enforcement of fair labour practices.

Following the dismissal of a PSA member through a disciplinary hearing process, the matter was referred to the GPSSBC for arbitration. The Arbitrator ruled in favour of the member, directing the Department of Home Affairs to reinstate the member. Despite this clear and favourable ruling, the Department refused to implement the award and instead referred the matter to the Labour Court for review. The PSA, through the Union's legal representatives, opposed the review application. The Labour Court subsequently upheld the Arbitration Award, confirming the member's reinstatement.

The PSA wrote to the Department's senior principals after the Department once more failed to implement the Labour Court order. A virtual meeting was later held, where the Department advised that it had sought a legal opinion and intended to apply for leave to appeal. Upon receipt of the Department's heads of argument for leave to appeal, the PSA once again opposed the application, using the same legal representatives who successfully represented the member in the review proceedings.

Finally, the Labour Court again ruled in favour of the PSA, dismissing the Department's application for leave to appeal and ordering the Department of Home Affairs to pay the PSA's legal costs incurred in opposing the leave to appeal application. The ruling highlights the importance of adhering to lawful arbitration and court decisions, as well as the PSA's dedication to protecting members' rights. The PSA congratulates the member on this well-deserved outcome and extends appreciation to the legal representatives, and all involved in securing this victory.

Employees interested in joining the PSA can contact Sylvia Watkins on 082 880 8941 / Sylvia.Watkins@psa.co.za / Thandiwe Mziyako on 060 962 8512 / Thandiwe.Mathabela@psa.co.za or the PSA Provincial Office on (013) 741 7500.

Reuben Maleka
GENERAL MANAGER