



FOR PSA MEMBERS: **MPUMALANGA**

14-10-2025

Victory for PSA members

Department of Basic Education

A member's performance agreement required the use of a cell phone and a vehicle to execute official duties effectively. For several years, the member received a cell phone allowance and had applied for a vehicle subsidy in line with departmental provisions. However, the employer unilaterally withdrew these benefits by removing the member's name from the vehicle subsidy list and terminating the cell phone allowance, which severely impacted the member's ability to perform duties. Upon seeking assistance from the PSA, the member was advised to lodge a grievance. When internal processes failed to resolve the matter, the PSA escalated it by declaring a dispute. During arbitration, the employer acknowledged the unfairness and prejudice suffered by the member and did not oppose the PSA's case. Consequently, the employer agreed to reinstate the benefits in the next financial year, thereby rectifying the unilateral and prejudicial decision. This outcome highlights the PSA's continued commitment to protecting members against unfair labour practices and ensuring that working conditions are not altered without proper consultation.

Department of Education

A member was charged with 23 counts of absenteeism and was represented by the PSA during the disciplinary hearing. The member admitted failing to submit sick leave forms or temporary incapacity leave applications. The PSA presented mitigating arguments to secure a sanction less severe than dismissal. Following the hearing, the member received a final written warning and expressed satisfaction with the outcome.

The PSA is committed to defending members' rights and promoting fair and just labour practices.

Employees interested in joining the PSA are requested to contact Sylvia Watkins on **082 880 8941** / sylvia.watkins@psa.co.za / Thandiwe Mziyako on **060 962 9319** / thandiwe.mziyako@psa.co.za or contact the PSA Provincial Office on **(013) 741 7500**.

Reuben Maleka
GENERAL MANAGER