



FOR PSA MEMBERS: **MPUMALANGA**

24-07-2025

## Victory for PSA members in Mpumalanga

### Department of Home Affairs

The PSA successfully assisted a member in a disciplinary hearing, where he faced a charge relating to failure to deposit an amount of R140, which was linked to an action carried out by an intern under his supervision. During disciplinary hearing proceedings, after having considered representations in aggravating and mitigating factors, the Presiding Officer submitted that the member be issued with a final written warning valid for six months, rather than imposing a harsher sanction. The member welcomed this corrective approach.

### Department of Education

The PSA successfully assisted a member in a disciplinary hearing, where he faced 18 charges of unauthorised absenteeism between November 2024 and January 2025. The member acknowledged his actions by pleading guilty to all charges levelled against him and took full responsibility for his behaviour, which he linked to a struggle with substance dependency. The PSA representative emphasised the importance of rehabilitation and the employer's legal obligation to support employees facing incapacity challenges. The Presiding Officer accepted this argument, emphasising that discipline should aim to correct rather than punish. The member was then recommended to be referred to Employee Health and Wellness for compulsory rehabilitation and counselling.

The PSA is committed to supporting members through challenges with fairness, dignity, and a focus on long-term recovery.

### Join the PSA

Employees who want to join PSA can contact the PSA Full-Time Shop Steward, Benedict Mdluli on 081 016 5118 or the PSA Provincial Office on (013) 741 7500.

Reuben Maleka  
GENERAL MANAGER