



FOR PSA MEMBERS: **MPUMALANGA**

28-08-2025

## Victory for PSA members

### Department of Forestry and Fisheries

The PSA welcomes the positive ruling issued by the chairperson of a recent disciplinary hearing, where the employer had sought to appoint an external legal representative to act as the initiator. In its objection, the PSA highlighted that such an appointment constitutes a clear deviation from PSCBC Resolution 1/2003, which governs disciplinary procedures in the public service. Allowing external legal representation would undermine the spirit and intent of this agreement, which was negotiated in good faith between unions and the employer to ensure fairness, equality, and cost-effectiveness in disciplinary processes.

The PSA views this ruling as a significant step in the right direction toward upholding procedural fairness and protecting the integrity of collective agreements. The PSA is committed to defending the rights of the Union's members and will continue to monitor all disciplinary processes to ensure these align with the principles of fairness, transparency, and compliance with negotiated agreements.

Employees who want to join the PSA can contact Sylvia Watkins on **082 880 8940**, Thandiwe Mziyako on **060 962 8512**, or the PSA Provincial Office on **(013) 741 7500**.

Reuben Maleka  
GENERAL MANAGER