



FOR PSA MEMBERS: **MPUMALANGA DEPARTMENT OF EDUCATION**

09-09-2025

Victory for PSA member

The PSA successfully defended the rights of members, achieving a decisive outcome in Mpumalanga. A member and shop steward at the Department of Education was subjected to an unfair transfer as a precautionary suspension and subsequently suspended without notification to the PSA, in direct violation of the *Labour Relations Act, 66 of 1995*.

Following the suspension, the member was again unfairly transferred, preventing him from performing his substantive duties. The combined duration of the suspension and transfers extended to six months, far exceeding the legally prescribed limit of one month, or 60 days in complex cases, as provided for in policy. During this period, the member suffered professional frustration, reputational damage, and an unjust sense of demotion, particularly as colleagues sought approvals, which he was unable to provide owing to unlawful transfers. Through rigorous advocacy, persistent engagement, and strategic negotiation with the Commissioner and employer, the PSA secured a settlement agreement. The employer has committed to compensating the member with R76 813, payable no later than 3 October 2025. This outcome underscores the PSA's unwavering commitment to defending members, holding employers accountable, and ensuring adherence to labour laws and workplace policies.

Employees seeking to join the PSA and benefit from its robust protection are invited to contact Sylvia Watkins on Sylvia.Watkins@psa.co.za / 082 880 8941, Thandiwe Mziyako on Thandiwe.Mziyako@psa.co.za / 060 962 8512, or the PSA Provincial Office in Nelspruit on (013) 741 7500.

Reuben Maleka
GENERAL MANAGER