



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

13-08-2025

Victory for PSA member

Restoration of duties, dignity, and workplace harmony

The PSA recently achieved a significant victory for a member, an Administration Clerk, who had been subjected to unfair treatment following her transfer from the District Office to a school. Upon arrival at the new workplace, the member was met by an unwelcoming environment. Instead of being integrated into the team, she was met with hostility, allegedly influenced by the employer. This hostility escalated to the point where her key result areas, as outlined in her performance agreement, were removed. She was left without assigned duties and was expected to report to work daily with no tasks to perform. The situation deteriorated. The member was excluded from official meetings, stripped of her authority as a department official, and her tools of trade were reassigned to subordinates. These actions amounted to victimisation, harassment, and the deliberate undermining of her professional role.

Recognising the seriousness of these violations, the member sought assistance from the PSA Provincial Office. The matter was prioritised, and the PSA, together with the local shop steward, convened a formal meeting with the employer to address the grievances. During the engagement, the PSA presented a clear case highlighting the breach of the member's contractual and professional rights as well as the negative impact of the hostile working environment on productivity and morale. The employer's obligation to uphold fairness, dignity, and mutual respect in the workplace was also highlighted.

The discussions were constructive and resulted in a resolution. The employer extended a formal apology to the member, committed to returning her tools of trade, reinstating her duties in line with her performance agreement, and ensuring her inclusion in meetings and decision-making processes. The employer and colleagues agreed to rebuild a respectful and cooperative working environment. Following the intervention, the member has reported a complete turnaround. She has resumed her duties, is treated with professional respect, and the atmosphere in the office has improved significantly. This case reaffirms the PSA's commitment to protecting members against workplace harassment, victimisation, and unfair labour practices.

Employees facing similar challenges or wishing to join the PSA for representation and protection can contact: Sylvia Wartkins on 082 880 8941 or Thandiwe Mziyako on 060 962 8512.

Reuben Maleka
GENERAL MANAGER