



FOR PSA MEMBERS: **MPUMALANGA TOURISM AND PARKS AGENCY (MTPA)**

09-09-2025

Victory for PSA member

The PSA has secured a significant win a member at the Mpumalanga Tourism and Parks Agency. The member approached the PSA to declare a dispute at the CCMA concerning an unfair labour practice related to disciplinary action short of dismissal. The employer suspended the member for over 137 days, in direct contravention of the MTPA disciplinary policy, which clearly mandates that a disciplinary hearing must be held if a suspension extends beyond 60 days.

Despite repeated opportunities, the employer failed to comply with its own policy and did not attend the arbitration hearing. As a result, the member was granted a default award, with compensation of R90 000 in recognition of the employer's unfair conduct. The member expressed full satisfaction with the professional and effective support provided by the PSA, reaffirming the Union's commitment to protecting members' rights and enforcing fair labour practices.

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

Reuben Maleka
GENERAL MANAGER