



**FOR PSA MEMBERS: NORTHERN CAPE**

07-10-2025

## PSA member assisted with bullying matter at workplace

### Department of Education

A member of the PSA was subjected to serious outbursts of verbal attacks by the principal in full view of her colleagues. The outburst was so dramatic that it included slamming on furniture and a raised voice. The PSA member felt intimidated and embarrassed and approached the PSA for assistance and was advised to follow the grievance procedure. As it's a norm in the Northern Cape Department of Education, the grievance was unattended. The PSA referred an unfair discrimination dispute to the CCMA. The CCMA directed that a formal mediation session be held, and this matter was resolved between parties much to the satisfaction of the PSA member.

Harassment is unwanted conduct that impairs dignity, creates a hostile work environment for one or more employees and one form of harassment is called verbal bullying which includes insults, threats, shaming, hostile teasing, negative judgement, criticism and inappropriate language like racist or sexist remarks. There are more severe forms of harassment in the workplace, many of which are being tolerated by employees. Since everyone enjoys the same protection members are advised to contact the PSA for assistance involving any incident of harassment.

The employer also has an expressed responsibility to ensure that all reported claims of harassment are dealt with swiftly. *Section 60 of the Employment Equity Act* holds an employer liable for the discriminatory or unlawful conduct of its workers. It means as soon as allegations of harassment have been reported to an employer, the employer is obliged to eliminate the conduct. Employers have an obligation to protect employees from all forms of harassment.

PSA in the Northern Cape notes the spike in harassment incidents in government Departments. The PSA calls on the Head of Departments to clamp down on any form of bullying or harassment. Everyone has a right to be treated with respect and dignity at workplace.

Non-members wanting to join the PSA can contact Racquelle Mabindisa on **063 686 7653** or Mhlanguli Madubela on **082 880 8982**.

Reuben Maleka  
GENERAL MANAGER