



FOR PSA MEMBERS: **NORTHERN CAPE DEPARTMENT OF EDUCATION**

12-08-2025

Victory for PSA members: Department of Education

Harsh sanctions overturned

The PSA successfully defended a member at the Department of Education who faced severe disciplinary sanctions for alleged absenteeism. Following a formal disciplinary hearing, the member was found guilty and sanctioned with a two-month suspension without pay, demotion to a lower position, and a final written warning. The member appealed the decision. The appeal authority removed the two-month suspension without pay but upheld the demotion and the final written warning.

The PSA challenged the remaining sanctions, arguing that these were unjust and disproportionate to the circumstances of the case. Through determined representation, the PSA secured a favourable settlement agreement. The demotion and salary suspension were removed, restoring the member's position and protecting income. This outcome demonstrates the PSA's commitment to protecting members against excessive and unfair disciplinary measures, ensuring that sanctions are fair, reasonable, and in line with labour principles.

Power belongs to those who organise. Claim yours today. Join the PSA now. Connect with the frontline Provincial Organisers: Racquelle Mabindisa - 063 686 7653 OR Mhlanguli Madubela - 082 880 8982.

Reuben Maleka
GENERAL MANAGER