



FOR PSA MEMBERS: NORTH WEST

09-05-2025

Victory for PSA member in North West

A member at the Department of Public Works and Roads was charged with two counts of misconduct and was ultimately dismissed after being represented by another union. After the dismissal, the member appealed in terms of the *Disciplinary Code and Procedures for the Public Service*. The Appeal Authority dismissed the appeal.

Following this, the member approached the PSA for assistance. The PSA assisted a member in referring an unfair dismissal dispute to the bargaining council. The matter was set down for arbitration. Before the arbitration commenced, the PSA requested the Commissioner to allow for reverting to conciliation. The Commissioner granted the PSA the opportunity. During the engagement with the employer, the PSA negotiated with the employer in relation to the charges levelled against the member. The PSA managed to convince the employer to replace the sanction of a dismissal with a sanction of one month's suspension without pay. The employer also agreed to reinstate the member retrospectively and the member will return to work on 1 June 2025. The retrospective reinstatement resulted in the member receiving salary arrears.

Reuben Maleka
GENERAL MANAGER