



FOR PSA MEMBERS: **DEPARTMENT OF HOME AFFAIRS - NORTH WEST**

08-08-2025

Victory for PSA member: Successful representation in gross misconduct case

A PSA member at the Department of Home Affairs was charged with gross misconduct and gross negligence, both of which are typically regarded as dismissible offences. The matter was delayed for several months, causing anxiety and uncertainty for the member.

The PSA provided full representation throughout the disciplinary process. The representative ensured procedural fairness and presented a strong defence. All mitigating factors were effectively submitted during the hearing. The Chairperson issued a final written warning as a sanction. The member was not dismissed and remained in employment. This outcome marked a significant deviation from the expected sanction for such charges. The member retained his job and income, after the matter was finalised after months of delays. The member expressed satisfaction and gratitude for the quality of representation provided by the PSA.

This case confirms PSA's commitment to protecting job security, ensuring due process, and delivering fair outcomes in serious disciplinary matters.

Join the PSA - The Union of Choice - for reliable protection at work. Contact Nozi Moniasa 082 880 8990 / nozi.moniasa@psa.co.za or Patience Mashaba 082 880 8943 / patience.poo@psa.co.za

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