



FOR PSA MEMBERS: **NORTH-WEST DEPARTMENT OF EDUCATION**

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13-08-2025

## Victory for PSA member: Department of Education

### PSA wins for Educator unfairly suspended

A PSA member at the Department of Education was accused of administering corporal punishment to learners. Under legal representation, the member was found guilty and given a sanction of three months' unpaid suspension. The appeal outcome remained unchanged. Owing to the suspension, the member lost policy benefits and suffered financial strain. The member turned to the PSA for help, lodging a dispute of unfair labour practice in terms of section 186(2) of the *Labour Relations Act*. Procedural and substantive fairness were challenged.

At arbitration on 25 July 2025, it was found that the Department committed an unfair labour practice relating to discipline. The member endured financial loss and reputational damage because of the Department's actions. The arbitrator ordered the Department to compensate the member with five months' remuneration totaling R189 976.25. This includes the three months' pay that had been unlawfully deducted. Payment is to be made no later than 1 September 2025. The member expressed deep satisfaction with the outcome and praised the PSA for the Union's unwavering support and professional representation.

This is another clear example of why workers should join the Union of Choice. The PSA defends members with skill, determination, and results. Join the PSA today! Contact the North-West Provincial Organisers: Nozi Monaisa – 082 880 8992 and Patience Poo – 082 880 8943.

Reuben Maleka  
GENERAL MANAGER