



FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

04-06-2025

Review of Disciplinary Code and Procedure in the Public Service (PSCBC Resolution 1/2003)

As previously reported to members, the employer has tabled proposed amendments to the Disciplinary Code and Procedure applicable in the Public Service, as contained in PSCBC Resolution 1/2003. The current Code is widely regarded as outdated, as it does not consider recent legal developments, nor does it reflect advancements in technology and innovative approaches to disciplinary management. Amongst key proposed changes is the introduction of a paper-based disciplinary process. This means that in certain cases, disciplinary matters could be handled through written submissions only, without the need for in-person or oral hearings. Additionally, the use of virtual platforms to conduct hearings is also being proposed to enhance efficiency and reduce logistical challenges.

Further amendments include the introduction of a new sanction that would allow for the reimbursement of costs in cases where an employee's misconduct has resulted in financial loss. There is also a proposal to extend the validity period of a final written warning to nine months, which currently lapses after six months. Moreover, the list of acts that constitute misconduct has been updated and expanded to address contemporary workplace issues.

Members are encouraged to study the proposed amendments and submit comments, suggestions, or concerns. Inputs must be submitted to joseph.mashigo@psa.co.za by no later than **9 June 2025**.

Employees who are not yet members of the PSA but wish to join are invited to the PSA's website or contact the nearest PSA Provincial Office for more information and assistance.

Reuben Maleka
GENERAL MANAGER