



FOR PSA MEMBERS: **DEPARTMENT OF LABOUR (DEL)**

08-07-2026

Victory for PSA member: Member saved from dismissal at Department of Labour

The PSA has once again demonstrated its unwavering commitment to protecting the rights and livelihoods of its members by successfully representing a member employed at the KwaZulu-Natal Department of Labour. The member faced serious disciplinary charges relating to alleged fraud and dishonesty arising from medical certificate misconduct. Given the nature of the allegations, dismissal appeared imminent, leaving the member emotionally distressed and convinced that his employment would be terminated. Determined to ensure that justice prevailed, the PSA provided professional representation throughout the disciplinary proceedings. Although the employer presented evidence in support of the charges, the PSA's representative delivered compelling mitigation and advanced persuasive arguments that ensured all relevant circumstances were placed before the Chairperson. As a result, instead of dismissal, the chairperson imposed a three-month suspension without pay and a final written warning, allowing the member to retain his employment.

The member expressed sincere gratitude to the PSA for restoring hope during one of the most difficult periods of his life. Special appreciation is extended to Mr. Ernest Mkhize of the PSA Durban Office for his professionalism, dedication, resilience, and ethical representation throughout the matter. This successful outcome reaffirms the PSA's commitment to defending every member with diligence, integrity, and determination. Regardless of the complexity of a matter, the PSA remains steadfast in ensuring that members receive fair representation and that their rights are protected.

The PSA stands with its members through every challenge—because every member matters.

Employees who want to join the PSA can contact or send the *attached* application form to:

- Zinhle Manyoni: 063 400 1036 / Zihle.Manyoni@psa.co.za
- Nkosinathi Thwala: 082 880 8953 / Nkosinathi.Thwala@psa.co.za
- Xolani Dhlamini: 073 813 9646 / Xolani.Dhlamini@psa.co.za

Reuben Maleka

GENERAL MANAGER