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FOR PSA MEMBERS: **EASTERN CAPE – GQEBERHA AREA**

03-03-2026

Victory for PSA members

South African Revenue Service

Three PSA members were charged with dishonesty for allegedly failing to capture leave taken and for certifying that all leave transactions had been captured, in contravention of company policy. The members were represented by a PSA Full-Time Shop Steward, and strong mitigating factors were submitted on their behalf.

Outcome

- Two members received written warnings valid for five months.
- One member received a final written warning coupled with ten working days' suspension without pay.
- All three members indicated that they were satisfied with the outcome and the representation provided.

Department of Correctional Services

- A member lodged a grievance after three days' leave without pay were deducted when he was unable to report for duty owing to floods. The leave application was initially declined by the employer. The PSA relied on GPSSBC Resolution 2/2024, paragraph 3.9, which provides for special leave in cases of disasters such as floods. The matter was referred to the GPSSBC, and the member was fully reimbursed for the three days' leave without pay deducted from his salary.
- A member lodged a formal grievance after her incapacity leave was declined, resulting in deductions from her salary. The matter was referred to GPSSBC, and the member was represented by a Full-Time Office Bearer. During arbitration, the matter was successfully settled. The employer approved the previously declined temporary incapacity leave. The member was reimbursed R6 626.61. Outstanding debt of R79 519.67 was fully cancelled. The member stated that she was very satisfied with the service and support received from the PSA.

The PSA is committed to defending members' rights, ensuring fair treatment, and delivering results.

Reuben Maleka
GENERAL MANAGER