



InformUS



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

24-04-2026

Victory for PSA members

SASSA

A member was dismissed in the disciplinary hearing for misconduct, which was challenged through the CCMA as an unfair dismissal. During the arbitration the employer failed to arrive and as such a default award was issued in the PSA's favour. The dismissal was declared substantively unfair with the member having to be reinstated retrospectively with back pay of R140 744 back pay. The employer tried to rescind the arbitration award, which was also refused.

Department of Agriculture

A member lodged a grievance after the employer failed to honour the PMDS payment that was due to him. During the grievance meeting the member was represented by a PSA official and the Full-Time Shop Steward (FTSS) who succeeded in getting the employer to pay what is due to the member.

DCS

A member was charged for misconduct and dismissed in the disciplinary hearing. The case was escalated to the GPSSBC as an unfair dismissal where the Commissioner ruled in the PSA's favour. In the award, the Commissioner found that the dismissal was procedurally fair but substantively unfair and ordered that the member must be compensated with three months' salary, which equals to R68 700.

Eastern Cape Department of Health

A member with a disability felt aggrieved as the employer failed to accommodate him to be able to perform his duties similar to his peers by providing tools of trade. The member was assisted in lodging a grievance and through the grievance hearing where agreement was reached. The employer undertook to made funds available to procure the needed tools of trade.

SANDF

A civilian member was charged for bringing the employer into disrepute by attending a gala function without invitation. During the disciplinary hearing the member was represented by a FTSS whereafter all the charges against the member were withdrawn.

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GENERAL MANAGER