



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

04-09-2026

Victory for PSA members

The PSA Provincial Office in Mthatha has secured two major victories for members, reaffirming the value of strong representation and decisive action in defending members' rights and interests.

Eastern Cape Department of Public Works

Demotion overturned: Member's financial future protected

A member was found guilty of misusing a state vehicle and initially received a severe sanction of demotion from Level 7 to Level 6, two months' suspension without pay, and a final written warning. The PSA Full-Time Shop Steward successfully challenged the sanction on appeal. The appeal resulted in the demotion being set aside, leaving the member with two months' suspension without pay and a final written warning. This outcome prevented a permanent reduction in the members' salary and with protection against the resulting long-term financial consequences, including reduced pension contributions and other benefits linked to the lower salary level.

Eastern Cape Department of Transport

Overtime dispute won: 100% remuneration secured

The PSA successfully represented Firefighters at Mthatha Airport in an unfair labour practice dispute against the Department of Transport over the non-payment and underpayment of overtime. The Department applied a 30%-overtime payment, despite applicable provisions and management memoranda providing for 100% remuneration during exceptional operational periods. The PSA demonstrated that members had worked overtime because of operational demands and staff shortages during Easter 2025, the December 2025/January 2026-festive period, and Easter 2026, in accordance with approved rosters. The Commissioner upheld the PSA's case and ordered the Department to pay 100% remuneration for Easter 2025, together with the outstanding 70% difference for the festive period and Easter 2026.

These victories demonstrate that strong representation delivers results. The PSA is committed to defending members against unfair treatment, protecting their financial interests, and holding employers accountable.

For labour-related support or to join the PSA, contact the Provincial Organising/Marketing Officers:
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